

MINIMUM WAGES 1997

A comparative study





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Y. Franchet
Director-General

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Eurostat a pour mission, à travers le système statistique européen, de répondre aux besoins de la Commission et de l'ensemble des personnes impliquées dans le développement du marché unique.

Pour mettre à la disposition de tous l'importante quantité de données accessibles et faire en sorte que chacun puisse s'orienter correctement dans cet ensemble, deux grandes catégories de documents ont été créées: les documents statistiques et les publications.

Le document statistique s'adresse aux spécialistes. Il fournit les données les plus complètes: données de référence où la méthodologie est bien connue, standardisée, normalisée et scientifique. Ces données sont présentées à un niveau très détaillé. Le document statistique est destiné aux experts capables de rechercher, par leurs propres moyens, les données requises. Les informations sont alors disponibles sur papier et/ou sur disquette, bande magnétique, CD-ROM. La couverture blanche ornée d'un graphisme stylisé démarque le document statistique des autres publications.

Les publications proprement dites peuvent, elles, être réalisées pour un public bien déterminé, ciblé, par exemple l'enseignement ou les décideurs politiques ou administratifs. Des informations sélectionnées, triées et commentées en fonction de ce public lui sont apportées. Eurostat joue, dès lors, le rôle de conseiller.

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Y. Franchet
Generaldirektor

Y. Franchet
Directeur général

MINIMUM WAGES 1997

A comparative study

Theme
Population and social conditions
Series
Accounts and surveys



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A great deal of additional information on the European Union is available on the Internet. It can be accessed through the Europa server (<http://europa.eu.int>).

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PART I

1. Introduction

This study seeks to provide background information on basic levels of remuneration for employees in the European Union (EU) and European Free Trade Association (EFTA) countries. The United States, Canada and Japan are also covered. It outlines the legal framework for minimum wages, the ways in which they are set, their scope of application, the means of enforcing them and their current levels. It also provides where available some information on the numbers of employees earning minimum rates of pay.

Although it was our aim to carry out an analysis which would be as comparable as possible between countries, this was not always possible owing to the widely divergent information available.

The minimum wages which are examined here are those which are either fixed directly by government or are otherwise legally enforceable. This study is not intended to include the full range of agreements arrived at between employers and employees. It is designed rather to give an overall account of the situation, without engaging in a full-scale debate on the subject of low pay and the desirability or effects of minimum wage legislation.

Part I of this study is devoted to a number of general questions. *Methods of regulating minimum wages* gives a brief account of how these are fixed, attempting to distinguish between groups of countries. *Minimum wages and average salaries* examines the development of the level of the minimum wage in the countries where this is fixed at national level, and then goes on to compare this minimum wage with the average wage of manual workers in manufacturing industry. In the absence of information on the average national wage covering the whole economy, manufacturing industry has been selected as the best available proxy for comparison with minimum wages, taking into account the availability of data. *Minimum wages and minimum guaranteed income* deals briefly with the concept of a minimum guaranteed income, particularly with reference to how this compares with the level of the legal minimum wage.

Part II describes the position concerning minimum wages on a country-by-country basis. The main emphasis is on the current situation in each country, but some attempt is also made to summarise the historical processes which have led to this situation. In *Annex 1* the levels of the statutory national minimum wages in the countries where they exist are given on a yearly basis (or a more frequent basis in some cases). These levels are given in national currencies and cover if possible the period 1970 to 1997. To complete the information for these countries, *Annex 1* also includes a table with the average monthly value, calculated on

an annual basis and a summary of the statutory national minimum wages in the EU. In *Annex 2* the levels of minimum wages for countries where this measure is applied to certain activities or categories of workers (United Kingdom, Ireland and Iceland) are presented. Also included in *Annex 2* are figures for the United States and Canada (minimum wages negotiated at federal level) and for Japan (standard for regional minimum wages). In order to give some impression of the minimum wage levels in the remaining countries covered by this study, information has been collected on the wage levels fixed under collective agreements, and the historic development of these. This information is presented in *Annex 3* and relates when possible to two branches of the economy (textiles and construction) and to three occupational levels (skilled, semi-skilled and unskilled workers). The tables presented in *Annex 4* show the average earnings of manual workers, in manufacturing industry, the minimum guaranteed income and the average annual exchange rates against the ECU from 1979 to 1997.

2. Methods of regulating minimum wages

Wage regulation mechanisms vary widely between countries as a consequence of differing labour market, socio-economic and institutional conditions. Generally speaking, the structure of earnings in Europe is determined by collective bargaining. In all the countries, there are collective agreements, which usually fix minimum wage levels for branches of industry or for occupational groups and cover a large majority of employees. Other mechanisms also exist for protecting the low-paid, so that national legislation may for example fix a minimum wage for an occupational group. Minimum earnings, whether fixed at national level (that is, affecting all employees in that country) or concerning only workers in a certain economic branch or occupation, provide a sort of security-net for the most vulnerable workers, such as those just entering the labour market. Minimum wage legislation measures may also be introduced to prevent "social dumping". In recent years increasing labour force mobility and the use of subcontractors in certain sectors, such as construction, have led, in some cases, to the undercutting of rates of pay which have been negotiated in collective agreements.

In the European countries covered by this study, three main approaches to the question of regulating the minimum wages of employees may be distinguished, but these are not mutually exclusive.

In the first group of countries, there is a statutory national minimum wage. The basic minimum wage is fixed at an hourly, weekly or monthly rate by the government, in most cases after consultation with the social partners, and this minimum wage is enforced by law. The countries which follow this practice are Spain, France, Luxembourg, the Netherlands and Portugal. Belgium employs a similar system whereby a central agreement fixes an 'average minimum monthly income' which is regarded as applicable to all-industries wage levels. Within the branches of industry, collective agreements fix minima above this threshold. The minimum

wage usually applies to all employees in the economy and all occupations, but may be modified to take into account age, length of service, skills or the physical and mental capabilities of the employee or the economic conditions affecting the firm. The laws governing such systems also contain mechanisms to review the minima, often as a result of tripartite bargaining between government, unions and employers, in the light of changes in prices, wages and other economic conditions. Sometimes the minimum wage is the subject of automatic re-assessment (indexed by the consumer price index or by growth) or updated on a discretionary basis (increased by legislation). In Greece, a general minimum wage is agreed by negotiation at national level. In effect this is a centralised agreement applicable to those workers who are not covered by other collective agreements. In view of this, Greece is grouped with the six countries covered under this approach.

A second approach, as in Ireland and the United Kingdom, is one of government intervention to regulate minimum rates of payment and other working conditions in certain sectors only. In Ireland occupations such as agricultural workers, retail grocery workers, hotels and catering workers, etc., are covered by this kind of procedure. In the United Kingdom only the agricultural sector is subject to such intervention. In effect, this is similar to the first approach outlined above but less comprehensive in its coverage, covering only a minority of employees. Elsewhere, minimum wage rates vary between sectors. Pay and conditions in other sectors are determined by collective bargaining or individual contracts.

The third approach adopted by governments in the remaining countries included in the study is one of leaving the subject of wage determination to individual contracts or to collective bargaining between employers and employees representatives in individual sectors. The agreements may be legally enforceable and usually regulate a range of working conditions including levels of remuneration. In some cases collective agreements may be made applicable to all employees in a particular sector, even if they were not members of the union which negotiated the agreement. Agreements may be made at national or regional level and may be supplemented by agreements relating to individual enterprises. The importance of these varies from agreement to agreement. Instead of a single national minimum wage applicable to all employees there may be hundreds, or even thousands, of minimum wages spread across the economy as a whole. For example, in Germany and Italy, the collective agreements by branch are legal minima and they cover a large number of employees. In Denmark on the other hand, collective agreements do not provide comprehensive coverage of the branches, and central agreements exist to protect the least qualified workers. This 'third approach' as described above is also the one adopted in Austria (although there is also a legal minimum wage in the public sector), Finland, Sweden, Norway and Liechtenstein. In Iceland, although minimum wages vary by sector and region, that for unskilled manual workers is recognised as the minimum wage for the whole country.

The United States and Canada may be considered as statutory minimum wages systems. Both countries have state and provincial statutory minimum wages in addition to the Federal minimum wages. In the United

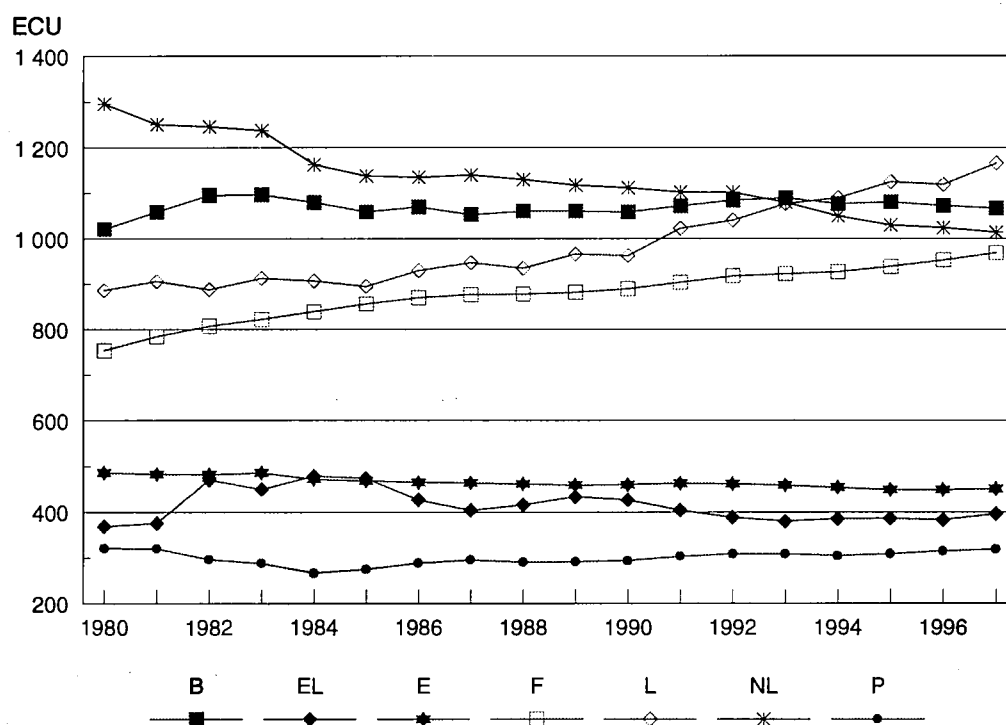
States, employers have to pay the higher of the Federal or applicable State minimum wage, to almost all workers. In Canada, it is the provincial minimum wages that cover most workers.

In Japan, the government establishes regional minimum wages which apply to all workers in each province. In addition, contractual agreements may be extended for a very few industries; and each local (Provincial) Minimum Wages Council may establish separate minimum wages for certain low wage industries.

3. Minimum wages and average salaries

In 1997 the level of minimum wages, in the seven European Union countries where a national minimum existed, varied from ECU (334) per month in Portugal to about or ECU (1 141) at Luxembourg. In general, the differences between systems, in terms of scope, working time, composition, definitions and so forth are so wide as to preclude meaningful analysis and so no direct comparison has been made between countries. However, the development over time of average annual minimum monthly wages in ECU at constant 1995 prices in these countries can be compared and is given in the graph below. It shows that the level of minimum wages in real terms remained relatively stable, or fell slightly, over the period 1980 to 1997, except in France and Luxembourg where it rose by over a quarter. Figures for Greece relate to minimum wages of non-manual workers.

Evolution of annual average minimum wage (in 1995 prices)



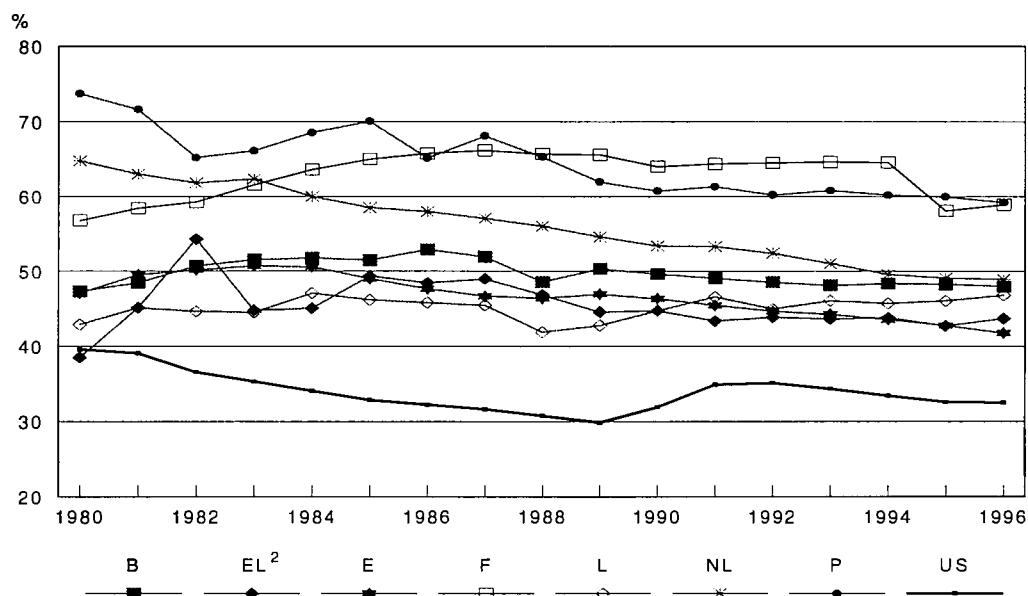
Source: National agencies (for further details see the country descriptions)

Another way of assessing how the value of minimum wages has changed over time is to compare them with the growth in average wages. The graph below shows the changes in minimum monthly wages between 1980 and 1986 as a proportion of the gross earnings of a single male manual worker in manufacturing industry with an average salary. This graph also shows the situation in the United States where a minimum wage is fixed as an hourly rate.

As a proportion of the average wage of a single male worker in industry, the national minimum wage in Belgium, Greece, France and Luxembourg increased slightly over the period 1980-1996. The increase in Belgium however was very slight (47.8% in 1980, 48.0% in 1996). The increase in Greece was more significant with the minimum wage rising from 38.5% to 43.7% against the benchmark. The position of those on the minimum wage in France and Luxembourg improved by 2.1% and 3.9% respectively. In the other three countries however, the proportional value of the minimum wage decreased, with the most pronounced deterioration being in the Netherlands, where it went from 65% to 49% of the reference figure. Spain and Portugal also witnessed a widening in the gap of 5.3% and 14.5% respectively.

In 1996, the minimum wage level was highest in France and Portugal where it stood at 59% of the average earnings of a single male manual worker in manufacturing industry and lowest in Spain at 42%. In the United States the corresponding figure was 33%.

Minimum monthly wages as a proportion of average earnings¹



¹ Single male manual workers in manufacturing industry.

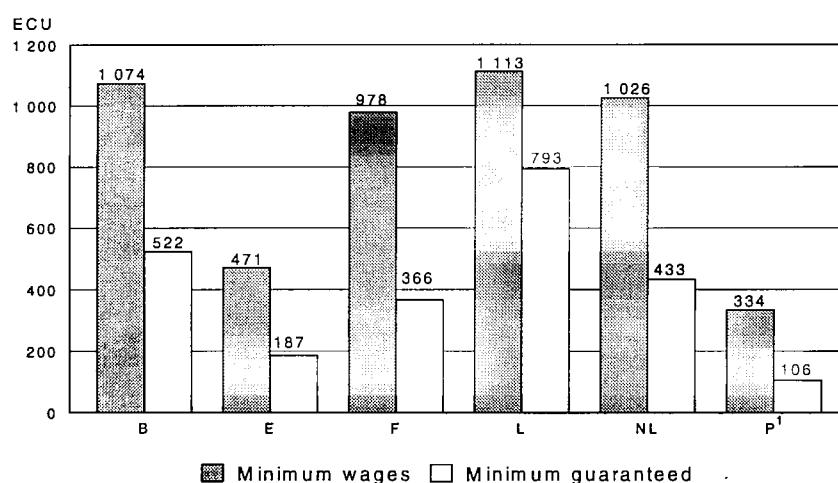
² Data are for non-manual employees.

Source: National Agencies (for further details see the country descriptions)

4. Minimum wages and minimum guaranteed income

In most countries, the social protection system includes the provision of minimum guaranteed incomes for citizens whose income falls below a given poverty line or those who do not meet the social conditions required for integration into community life. This measure is applied under particular conditions which vary from country to country. In general, the contribution varies depending on the family situation of the person concerned and can also vary from one region to another. Payments may be short or long term and paid to the individual or family. Such payments are made by central or local government irrespective of whether or not the recipient is in employment and do not strictly fall within the scope of this book. However, we consider that it would be useful to supply details for the most recent years of the minimum guaranteed income¹. This would allow us on the one hand to have an overall global view of countries covered by this study and on the other to compare the minimum levels of guaranteed income with the statutory minimum wages. The graph below shows the differences between minimum guaranteed income and the minimum wage; in 1996, it shows that minimum guaranteed income as a proportion of the minimum wage was highest in Luxembourg (71%) and lowest in Portugal (32% in 1997).

**Minimum wages and minimum guaranteed income (monthly values)
1996**



¹ 1997.

Source: MISSOC (The community information system on social protection) and National Agencies (for further details see table in the annex 4)

¹ This information is presented in annex 4.

PART II

This section outlines the situation regarding minimum wages in each country concerned. As far as possible the position in 1997 is given. For all countries the coverage includes an examination of the legal framework governing minimum pay rates, to whom they apply, and the ways in which rates are set and updated.

In countries where a single national minimum wage exists the current rates are supplied and indications given concerning its development over time. Some of the variations applied to the "headline" rate in order to arrive at rates applicable to special groups, such as young workers, are also covered. All rates shown relate to gross monthly earnings and no attempt has been made to take into account the effects of taxes and social payments. In cases where figures have been expressed in ECU the rate of conversion used is the average annual or monthly rate applicable at the time mentioned in association with the figure. Where available, data supplied by the contributors has been included to show the numbers of workers being paid at minimum wage rates to give some illustration of the extent of low pay in the working population. For some countries the number of workers paid at minimum wage rates is not available. This information is available for 1995¹ in the results of the Statistics on the Structure and Distribution of Earnings, even though the coverage of these statistics is limited to enterprises of 10 and more employees and to the economic activities C to K of the NACE Rev. 1. From the results of this survey it will be possible to discover the proportion of employees on low rates of pay, together with their distribution by economic activity, sex, occupation, level of education, etc. Nevertheless other countries were able to provide this information, even for longer periods, from other sources.

For those states where minimum pay rates differ by sector, examples have been chosen (textile and construction) to illustrate current rates negotiated in collective agreements and indications of its development over the time. Nevertheless, in contrast with countries with statutory minimum wages, only figures over five year intervals are presented (with the exception of the last two years). Given the difficulty of showing the evolution of the position in Ireland for certain industrial activities where there exist legal minimum wage levels, an example is presented instead of the REA (Registered Employment Agreement) in the construction industry. In addition, the development of minimum weekly wages for agricultural workers in the United Kingdom is outlined. Similarly, the situation of unskilled manual workers in Iceland is shown. For United States and Canada the information relates to the federal minimum wages and for Japan it refers to the standard for regional minimum wages.

¹ At the time of the publication of this study, only the results for Spain, France, Italy, Sweden and the United Kingdom were available.

BELGIUM

The concept of a minimum wage was first introduced in Belgium with the declaration of collective labour convention (CLC) No. 21 on 15 May 1975. This convention has since been revised and modified on numerous occasions, most recently in June 1993¹. The "*Revenu Minimum Mensuel Moyen Garant*" (RMMMMG), or guaranteed average minimum monthly income, serves as a base figure above which collective bargaining determines the rates paid in each industry.

The RMMMMG is fixed by collective bargaining concluded at national level between social partners within the National Work Council (Conseil National du Travail). A minimum level of monthly income (rather than an hourly or weekly amount) is established, below which it is illegal for firms to remunerate their employees. The guaranteed minimum includes all the elements of remuneration to which the worker is entitled under his or her conditions of employment, such as payments in kind and bonuses included in conditions of employment. However, certain elements, such as subsidies on company canteens and payments of union dues, are excluded.

The agreement applies to all employees aged 21 or over working full-time under normal conditions in the private sector. Public sector workers are covered by other regulations. Part-time workers are entitled to a minimum income pro-rata to the full-time rate. The guaranteed minimum income for employees aged under 21 is simply a proportion of that for those aged 21 or over. An employee aged 16 or under is entitled to 70 % of the minimum monthly wage. This proportion rises by 6 % for each extra year of age until 21 when the amount is 100 %.

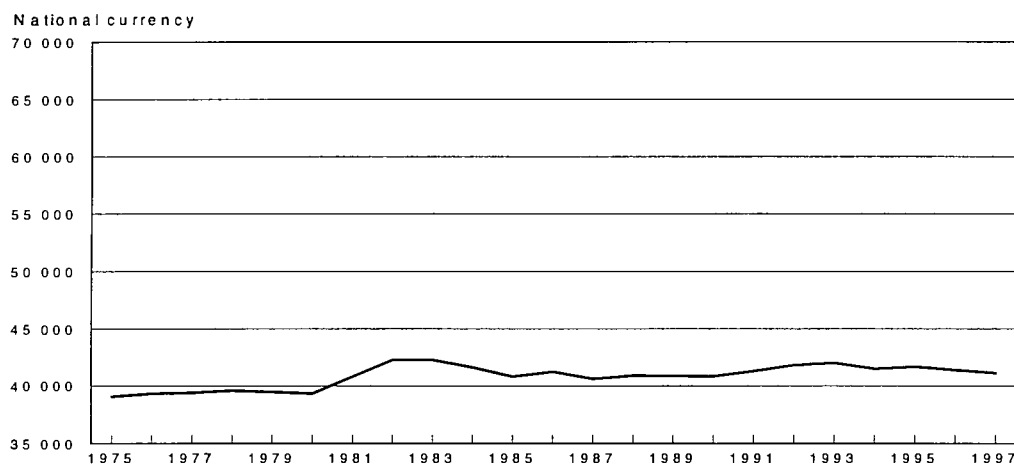
The RMMMMG was last amended on 1.10.97 to stand at BEF 43 343 (ECU 1 068) for employees aged 21. This amount represents about half the level of average salaries in Belgium. The guaranteed minimum has varied according to age and length of service in the firm since CLC No. 43 of 2 May 1988. The amount guaranteed rises for those aged at least 21 and a half and who have been working for 6 months in the firm to BEF 44 538 (ECU 1 097). There is another step up the scale for workers aged at least 22 and with 12 months of service behind them to BEF 45 069 (ECU 1 110).

¹ CLC n°43 of 13 July 1993.

The RMMMG is based on annual income, i.e. the monthly average is determined by dividing the annual total by 12 rather than multiplying an hourly rate by the number of hours worked per month. The monthly rate for some qualifications and categories, should therefore be lower than the RMMMG, since the RMMMG on the basis of the different components of the annual remuneration is observed. Whenever the average of the two last “indice-santé-lissés” (i.e. the consumer price index taken into account for indexation of salaries) rises by 2 %, the RMMMG is automatically updated two months later. The automatic adjustments cover the loss of purchasing power linked to inflation. The social partners negotiate real increases.

The graph below shows the development of the annual average amount of the RMMMG, in 1995 prices, over the period 1975-97. During these twenty years the value of the minimum wage rose in real terms by less than 7 %. Although over the period 1975 to 1996 the RMMMG and employees average salaries rose by approximately the same amount in real terms, the development of the two followed quite different patterns.

Evolution of minimum monthly wage (annual average) in 1995 prices



Source: Federal Ministry of Employment and Labour

DENMARK

In Denmark pay and employment terms are regulated by agreements between the employers' and the employees' organizations and not by legislation. Consequently there is no statutory guarantee for employees to a minimum level of remuneration, all wage bargaining being left to collective agreements or individual contracts. Collective bargaining in Denmark was originally highly centralised. Agreements were negotiated by the Danish Employers' Confederation and the Federation of Danish Trade Unions concerning pay and working conditions for workers over 18 years of age. Now there is a growing trend towards decentralisation so that most of the wage negotiation now takes place in the individual enterprises. But although wage negotiation in Denmark has become more decentralised, it still takes place within the framework of collective bargaining. The wage negotiations which take place are based on national collective agreements and disputes, etc. are settled by the social partners themselves through the special system set up for settlement of industrial disputes. The collective agreements exert an influence on the rest of the labour market as they set standards for the Danish labour market. About 80 % of all employees are members of a trade union, and 100 % of public employees are covered by collective agreements while approximately 70 % of private employees are covered.

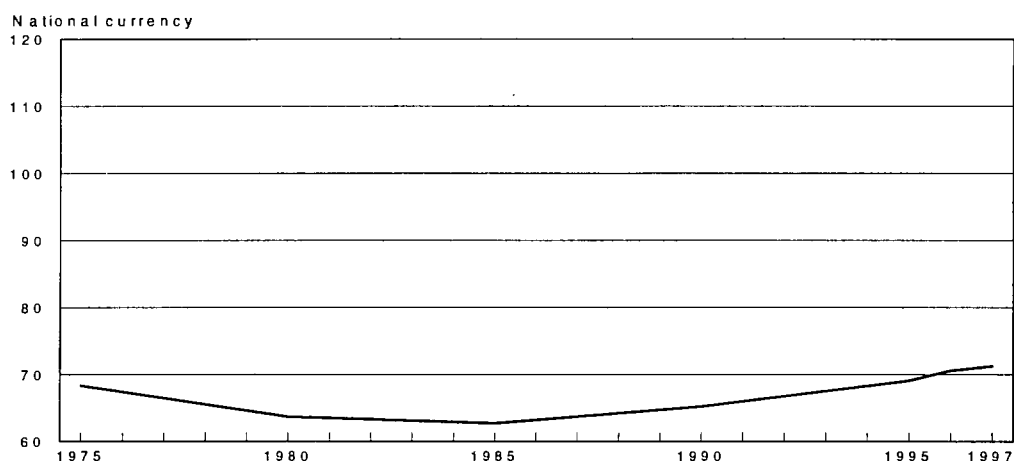
Employees who are not members of a trade union have no rights under the agreement. The general principle is that the parties who have concluded the collective agreements have rights and duties under the agreements. The rights and duties of the individual employees derive from the rights and duties of their union.

The central collective agreements set minimum hourly rates of pay which may be supplemented by various agreements at plant level establishing actual pay rates. In recent years the number of issues decided locally has increased. Until 1995, central collective agreements were typically negotiated every second year; now some agreements are negotiated every year and others every three years. But they continue to apply after they expire until a new agreement has been concluded or the parties released from the terms of the agreement. Where an agreement exists both parties are bound to adhere to it. Unions may demand that employers do not recruit non-unionised labour at wage rates lower than those specified in the agreement. Similarly employees are not required to conclude supplementary agreements. Alleged breaches of collective agreements may be raised with the "Industrial Court". Disputes about the interpretation of an agreement are settled by arbitration.

The minimum rates negotiated at national level tend only to be applicable to new or inexperienced workers and vary according to length of service and level of qualification. They vary from agreement to agreement, but in 1996 were generally in the region of DKK 75-77 (ECU 10.19 -10.46) per hour. Set rates of pay are also established for employees fulfilling certain qualifications and length of service requirements. Special legislation covers workers in the domestic service and agricultural industries and seamen and vocational trainees.

The graph below shows the development of the wage levels negotiated in the textile industry for an unskilled worker for the period 1975-1997.

Evolution of the minimum hourly earnings negotiated in textile industry in 1995 prices



Source: Ministry of Labour

GERMANY

Under the principle of *Tarifautonomie* the social partners are responsible for wage setting, not the government. There is therefore, no statutory minimum wage in Germany, the process of wage determination being left to collective bargaining between the unions and employers in each industrial activity or occupation or to individual contracts. Collective agreements are negotiated at a regional or federal level, distinguish between different levels of responsibility and are contractually binding on those enterprises which belong to the association of employers (*Arbeitgeberverband*). They usually cover a period of two to three years, with pay levels being updated annually. Rates may vary according to factors such as degree of responsibility, level of qualifications and length of service. The wage levels specified in agreements may be interpreted as minimum levels. However, these are not statutory minima. In addition, higher rates may be paid by individual enterprises.

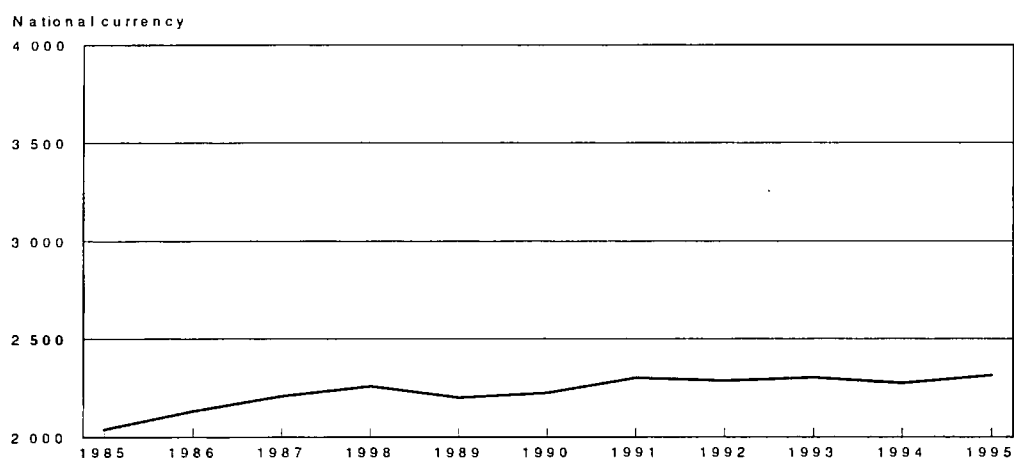
Collective agreements can only be extended (by declaration of an *Allgemeinverbindlicherklärung*) if the workforce of the employers affected by the agreement contains at least 50 % of the total workforce in that branch and if it is held to be in the public interest. Therefore, in the absence of such a declaration, non-unionised workers are not entitled to the basic wage rates specified in the collective agreement for that branch. The federal government may call for a tripartite commission (*Hauptausschuß*), representing the government, employers and employees, to fix wage levels and conditions of employment in certain activities. This may occur in the following cases: where there is no union or other association in the branch; in areas where collective and binding agreements do not exist; where unions represent only a minority of employees in the branch; or where the regulation of minimum wages and conditions of employment is considered necessary for the social and economic well-being of those working in a branch.

At the end of 1994 about 38 000 collective agreements in the Old Länder and a further 5 000 in the New Länder were registered with the Federal Ministry of Labour and Social Affairs. In the Old Länder about 90 % of the working population were, in 1990, assumed to work in branches for which collective agreements had been concluded. However, these cover only those employees whose employers were part of the association which made the agreement. The remaining employers conclude their own enterprise-level agreements or make individual contracts. Fewer than 600 agreements in the Old Länder have been declared generally applicable to all those working in the area covered by the agreement. The greatest number of these relate to the construction industry.

The graph below shows the development of the wages levels negotiated in the textile industry for the period 1985 - 1995 (in 1995 prices) for manual workers (salary group one, with a starting salary) in Lower Saxony.

This is only a limited example because for each region and salary group, broken-down by level of responsibility and extent of training, the agreements specify starting and finishing salaries. The agreement also regulates other working conditions such as the average length of the working week or annual paid leave entitlement.

Evolution of lowest monthly wages negotiated in the textile industry through collective agreements in 1995 prices



Source: Federal Statistical Office (Statistisches Bundesamt)

GREECE

The relevant legislation on minimum wages in Greece dates from 1968¹. It was updated in 1982 with the addition of a clause providing for periodic and automatic revision of the minimum wages, which are generally applied to all the country. The system was changed in 1990. According to the law of 1990, the General National Collective Convention (EGSSE) is charged with setting basic working conditions applicable to all employees at national, branch and enterprise levels. In this forum the level of the national minimum wage is negotiated annually by representatives of the General Confederation of Greek Workers and the main employers organisations. The services of an arbitrator may be called on if required. From May 1983 to 1990 the value of the national minimum wage had been updated in line with the automatic Greek system for indexing government payments, while since 1991, it has been updated according to government forecasts of inflation.

The national agreements on minimum levels of remuneration make a distinction between manual and non-manual workers. The former are entitled to a daily minimum while the minimum for the latter is calculated at a monthly rate. The minimum for non-manual workers increases by 10 % after each three years service up to a maximum of nine years. The figure for manual workers is 5 %. Married workers, whether in manual or non-manual occupations, are entitled to a further 10 % in addition to the rates mentioned above. Non-manual workers aged under 19 are entitled to the daily minimum for an unqualified manual worker. Given the same kind of work the minimum wage is the same for men and women.

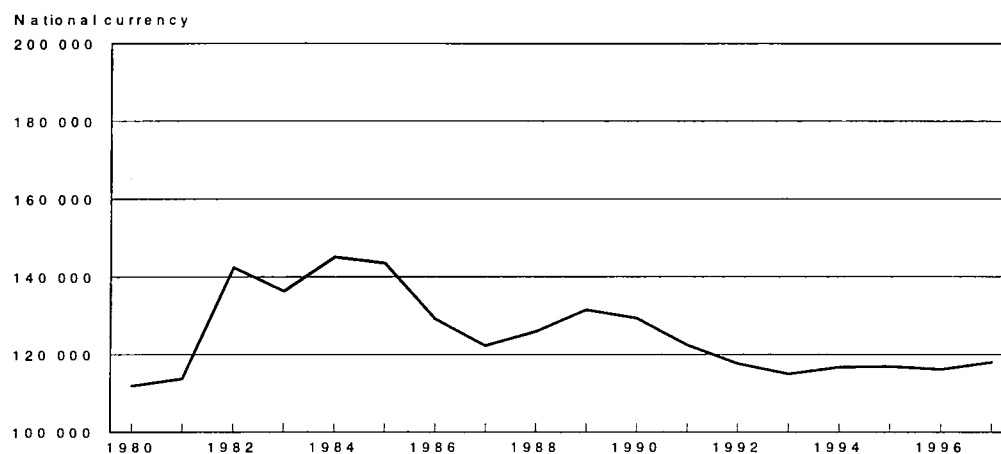
The minimum norms set by the EGSEE are used as a basis for industry collective agreements. This explains why the agreements generally fix minimum wages higher than statutory minimum wages.

On 1 July 1997 the national minimum wage was set at GRD 6 195 (ECU 19.96) per day (for manual workers) and at GRD 138 316 (ECU 446) per month (for non-manual workers). These levels apply to unmarried first-time employees.

¹ Special Law n°435 of 4 June 1968.

The graph below shows the development of the annual average minimum monthly wage level for non-manual workers in 1995 prices. Over the period 1984 to 1997 the value of the monthly rate fell by nearly 19 % in real terms.

Evolution of minimum monthly wage (annual average) in 1995 prices



Source: National Statistical Service of Greece

SPAIN

The legislation governing minimum wages in Spain dates from 1963 (amended 1980) with the legal instrument fixing minimum wages taking the form of a Royal Decree published annually which sets wages for the following year. The minimum monthly salary applies to all branches of activity and occupations. The annual minimum is based on 14 monthly payments, including extraordinary payments to which all workers are entitled.

At present minimum wages are set for workers aged under 18 and those aged 18 years or over. However, the government has agreed to phase out this distinction by the year 2000. Part-time workers have the same rights as full-time employees and are entitled to wage rates proportional to the full-time rate. Temporary workers have the right to an hourly or daily minimum payment. There is no legal provision for the minimum wage to increase with length of service, although agreements to include such supplements are usually made between employers and employees.

The annual amount by which the minimum wage is increased is set by the Council of Ministers. In recent years the practice has been to increase the minimum wage by the same amount as the government forecast for inflation for the following year according to an agreement reached with the unions.

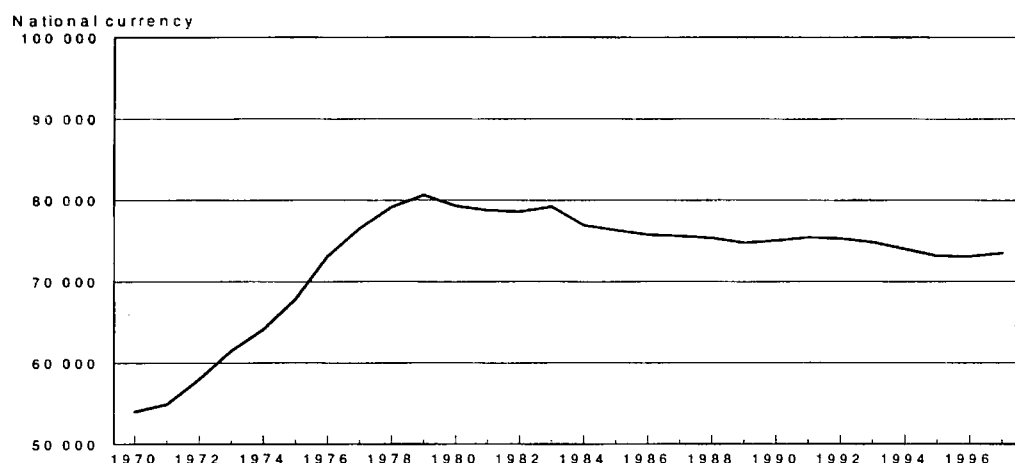
In recent years the minimum wage has been updated annually, the most recent occasion being on 1 January 1997 when the monthly rate was raised to ESP 66 630 (ECU 407) and the daily rate to ESP 2 221 (ECU 13.57). In comparing this with other salary levels, it should be taken into account that this salary is paid 14 times a year. Whilst the nominal level of the minimum wage increased by nearly 20 times over the period 1970 - 1997 its real value rose by only about one third. The graph below follows, in average 1995 prices, the development of the annual average minimum wage over the period 1970-97. Its value, in real terms, rose by nearly two thirds until 1979. It then fell back by about a tenth over the following 18 years.

There are no reliable data on the numbers of people earning the minimum wage, but the minimum wage is relatively low in Spain compared with average salaries (in 1996 the average monthly salary for a male manual worker in manufacturing industry was ESP 215 423 or (ECU 1 340). However, the minimum wage is an important tool in the calculation of apprentices wages and unemployment benefit levels.

According to the results of the 1995 Statistics on the Structure of Earnings the number of employees earning about the minimum wage was of 26 200¹ employees in local units of 10 and more employees activities C_K activities of NACE Rev.1 (see introduction to part II).

The graph below shows the development of the annual average minimum monthly wage over the period 1970 to 1997.

Evolution of minimum wage monthly (annual average) in 1995 prices



Source: National Statistical Office

¹ Employees earning between 59 565 and 65 835 per month.

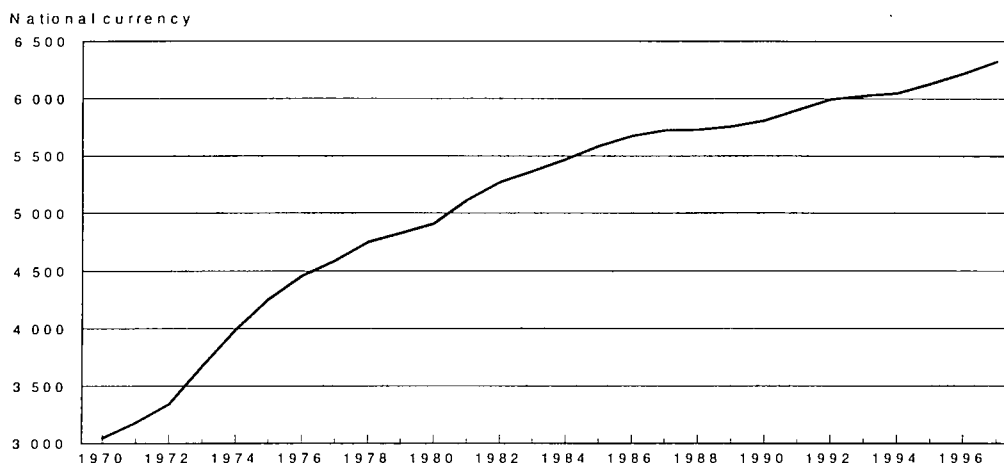
FRANCE

A national minimum wage has been in existence in France since 1950. Reformed in 1970 the present-day Minimum growth wage (*salaire minimum interprofessionnel de croissance*) (Smic), is calculated at an hourly rate and excludes common supplements made to salaries, such as payments for overtime, experience and the 13th month. It is applicable to employees aged 18 or over in all branches of the economy including those on temporary or part-time contracts. A few groups, such as some professional workers, temporary workers and commercial salesmen are excluded from these provisions. Those aged 17 are entitled to 90 % of the basic minimum wage. This figure drops to 80 % for those under 17. However, young workers with six months or more experience in their sector are entitled to the full rate. Inspectors working for the Ministry of Labour ensure that employers comply with the law on minimum wages by responding to complaints and carrying out random checks.

The Smic is fixed by the government at an amount intended to allow the least well-paid to maintain a certain level of purchasing power and contribute to the economic development of the nation. As a consequence, its updating takes into account changes in prices and economic conditions. Each time the consumer price index rises by 2 % since the previous adjustment to the Smic, the same 2 % increase is applied to the Smic. In order to fulfil the second criterion mentioned above the Smic is readjusted on 1 July each year after consultation with the National Commission for Collective Bargaining. This is a tripartite body consisting of representatives of government, the unions and employers' organisations and part of whose mandate is to respect the principle of "equal pay for equal work". In practice the annual readjustment is linked to changes in wages. The increase in the Smic may not be less than half of the annual rise, in real terms, of a constant structure index of hourly wages of manual workers. The last figure is taken from the latest published result of a quarterly survey conducted by the Ministry of Labour. Discretionary increases over and above this statutory requirement are possible and indeed have been made regularly. The discretionary increase is in general politically determined although formally the government must consult the social partners.

The graph below shows the development of the annual average amount of the Smic over the period 1970 - 1997. The Smic was most recently revalued on 1 July 1997 when it was raised to FRF 39.43 per hour (ECU 5.91). During this period its value more than doubled in real terms.

Evolution of minimum monthly wage (annual average) in 1995 prices



Source: Ministry of Labour, Employment and Social Affairs

In 1996 about 2.2 million individuals, or about 11 % of the total number of workers employed, excluding those working in the non-market and agricultural branches and temporary workers, were paid at the minimum wage level. This figure rises to 2 million if the number of those whose earnings are indexed to the Smic, such as apprentices and trainees, are included. The numbers of workers paid at the level of the Smic tends to vary according to economic conditions. In periods when pressure to raise wage levels is relatively low, as in a recession, the number of those earning the Smic tends to rise. Government policies in the past to raise the relative level of the Smic have also had the effect of drawing more employees within its reach.

The distribution of those earning the Smic differs according to gender, age, industry and size of establishment. In 1996 about 14 % of women were paid at minimum wage rates while the figure for men was only about 6 % (figures for non-manual workers). Overall about a third of employees who were on the minimum wage were aged under 26. In addition the proportion of employees paid at the Smic level varied from about 21 % in establishments with 1 to 10 employees to less than 2 % in enterprises with 500 or more employees. The distribution of workers paid at the Smic level by sector tends to remain relatively concentrated in certain branches of industry, such as textiles, and in the service sector. The highest rate was observed in the hotel and catering sector where a third of employees were paid at the level of the minimum wage.

Employees paid at Smic Level according to the category and sex

(%)					
Manual workers	1995	1996	Other salaries	1995	1996
Men	9.2	9.3	Men	5.3	5.7
Women	26.8	25.1	Women	14.3	13.7
Total	13.4	13.1	Total	9.6	9.6

IRELAND

At present there is not a national minimum wage in Ireland. However, the Government in its Programme, "An Action Programme for the Millennium", has identified as a key priority, the introduction of a national minimum hourly wage. A National Minimum Wage Commission was established in July, 1997, to advise the Government on the best way to implement this commitment, having regard to the extent of low pay in the economy.

Statutory minimum wages in a limited number of branches are set at present through the Joint Labour Committee (JLC) system. Under the terms of the Industrial Relations Act, 1946, the Labour Court is empowered to establish a Joint Labour Committee to regulate wages and other conditions of employment in a particular industry or sector. A JLC may be established where workers and employers agree on its need, or where the existing framework for the regulation of pay and working conditions is seen as inadequate or where its establishment is otherwise regarded as necessary. An application to the Labour Court for the setting up of a JLC may be made by the Minister for Enterprise, Trade and Employment, trade unions or other groups claiming to represent the workers or employers concerned. A JLC consists of equal numbers of representatives of employers and workers appointed by the Labour Court and a chairman and substitute chairman appointed by the Minister for Enterprise, Trade and Employment.

Proposals concerning minimum wages and working conditions drawn up by a JLC, which are accepted by the Labour Court, become statutory minima by the making of an Employment Regulation Order (ERO) - with effect from a specified date. EROs are enforced by Labour Inspectors of the Department for Enterprise, Trade and Employment. They have the power to enter premises, carry out inspections, recover arrears of wages and, if necessary, institute legal proceedings.

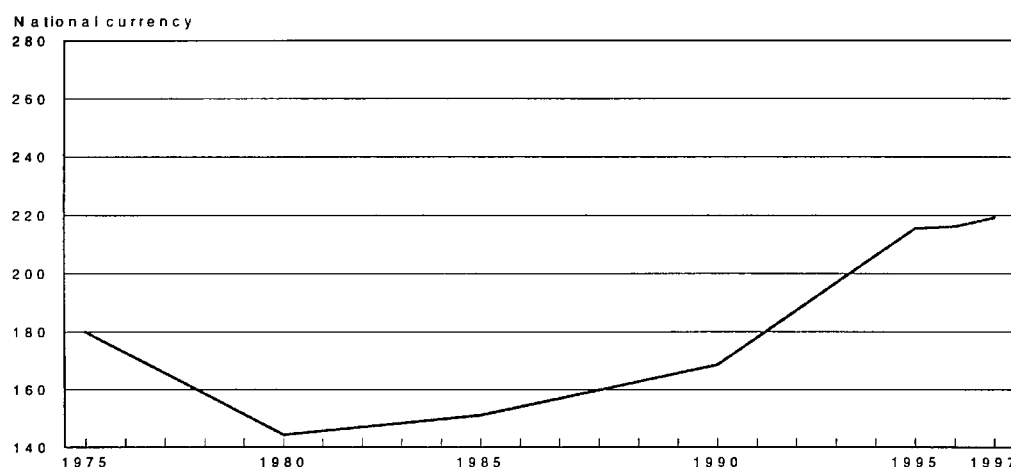
Minimum wages in the economic activities covered by the JLCs may vary according to age and length of service. The EROs also define the occupations covered and stipulate the normal working week, overtime rates and premium payments for work during unsociable hours and so forth. In the case of cooks / chefs for example they rise from IRL 72.96 (ECU 98.8) in the first year of service to IRL 172.52 (ECU 233.6) in the fifth year of service. The normal working week in this sector is set at 39 hours. The table in Annex 2 shows an example of the minimum weekly wages set by the Hotels JLC from 19.8.97. Currently there are 17 JLCs covering such activities as agriculture, retail grocery, clothing industry, contract cleaning, hairdressing, hotels and catering and law firms. In all about 12% of employees in Ireland are covered by JLCs.

Another mechanism by which minimum wages or other conditions of employment are fixed is that of the Registered Employment Agreement (REA), a legally binding instrument, (collective agreements are normally not legally binding in Ireland). An REA is a collective agreement between one or more trade unions and an employer or employers' organisation, which relates to the wages or conditions of employment of any class, type or group of workers and which has been registered with the Labour Court under the Industrial Relations Act, 1946.

An REA may be confined to a single company or may apply to a whole sector and, in the latter case, once registered, it is applicable to all the employers and employees in the categories covered by the Agreement even if they were not involved in its negotiation. Before an application is made to the Labour Court the parties to the REA must have reached agreement on its content. The Labour Court must be satisfied that the parties are representative of the workers and employers in that sector, that the REA is necessary and that it will not restrict employment unduly. Another essential difference between an REA and a JLC is that the former is not restricted to branches where wages are low and collective bargaining not well established. REAs are enforced in a similar way to EROs. At present there are five active sector-wide REAs covering such activities as building and construction, printing and the electrical contracting industry.

The graph below shows the development of the minimum weekly pay rates in the construction industry for a semi-skilled / unskilled manual worker (Registered Employment Agreement).

Evolution of minimum weekly pay rates¹ in the Construction Industry in 1995 prices



¹ Statutory minimum basic pay rates set down in the Construction Industry (Wages and Conditions) Registered Employment Agreement.

Source: Department of Enterprise, Trade and Employment

ITALY

The Italian constitution states that workers are entitled to a remuneration commensurate with the quantity and quality of their work and sufficient to ensure them and their families a free and dignified existence. There is not, however, any explicit system for guaranteeing these minimum levels of remuneration. Instead, wages are independently determined by collective agreements in all branches of activity at national, provincial or other levels (i.e. enterprise or establishment), between the employers' associations and unions; generally minimum levels of remuneration are regulated at national level and the other aspects at the further level, so that, theoretically, there are as many minimum levels as there are national collective agreements.

Collective agreements are legally binding for enterprises on the members of those employers' associations who negotiated the agreement, and for employees, on the members of those unions which subscribed to the agreement. They are binding, moreover, for both parties (employers and employees) where a specified collective agreement is referred to in an individual employment contract. So it is possible that in a certain enterprise not belonging to an employers' organization, the employer, not being obliged to observe a collective agreement, can draw up individual employment contracts in which levels of remuneration can be lower than those fixed by collective agreements existing in the same branch of activity. In these cases however, the enterprise cannot benefit from financial advantages on payment of social contributions. In Italy, theoretically, 100% of branches are covered by collective agreements, but the number of workers covered by collective agreements is unknown.

Collective agreements provide initial levels of pay for each grade (level of qualification) at which workers may be recruited. Employees receive also a cost-of-living allowance, which varies by grade and is regularly updated (with a partially indexed system) to take into account changes in prices, to protect the purchasing power of wages. These sums are frozen at the levels reached in November 1991. In some recent contracts, the cost-of-living allowances have been added to the corresponding initial levels. The "negotiated minimum wages" are constituted by initial levels and cost-of-living allowances (13 or 14 monthly payments). In private sectors generally initial levels are increased every two or three years according to length of service and qualification. In public sectors (except that of education) the indexing system for length of service has been frozen. As stated above, more than one agreement may exist at the same time (national, provincial, enterprise, establishment level), each of them progressively more favourable to employees in the regulation of different forms of allowance, overtime rates and premium payments (and other aspects).

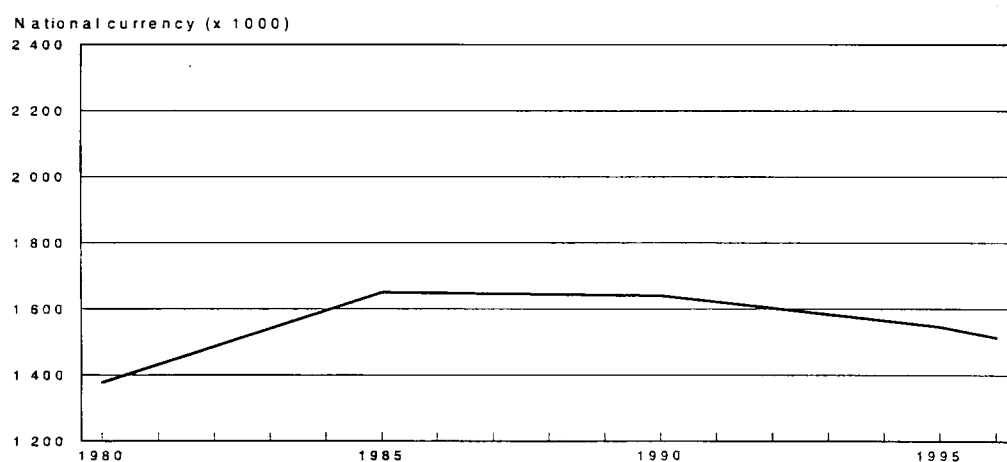
An agreement made in July 1993 between the Government and social partners specified that no more than two levels of bargaining (national and local) can apply; these are basically valid for four years but pay levels are subject to review every two years. The new pay levels must take account of the rate of inflation officially forecast by the Government. Updating of pay levels for the second two-year period should also take account of any deviation between the real increase in prices and the forecast rate of inflation recorded in the previous two-year period.

In public administration, some sectors (central and local administration, education, health, social security) are regulated by collective bargaining (in which the State is the employer), while in other branches, wages are determined by decrees of the President of the Republic or the Prime Minister (police, armed forces, magistrates, general executives).

Given the same kind of work and of other conditions, wages in Italy are the same for men and women. In addition, the percentage of wages fixed for particular contracts, part-time work, training and other forms of contracts created to reduce unemployment, are determined by law.

The graph below shows an example of the negotiated minimum monthly levels of pay in force in the textile industry in Italy from 1975 to 1996 (in 1995 prices) for an unskilled manual worker.

Evolution of minimum monthly wages negotiated in the textile industry in 1995 prices



Source: ISTAT (National Statistical Office)

LUXEMBOURG

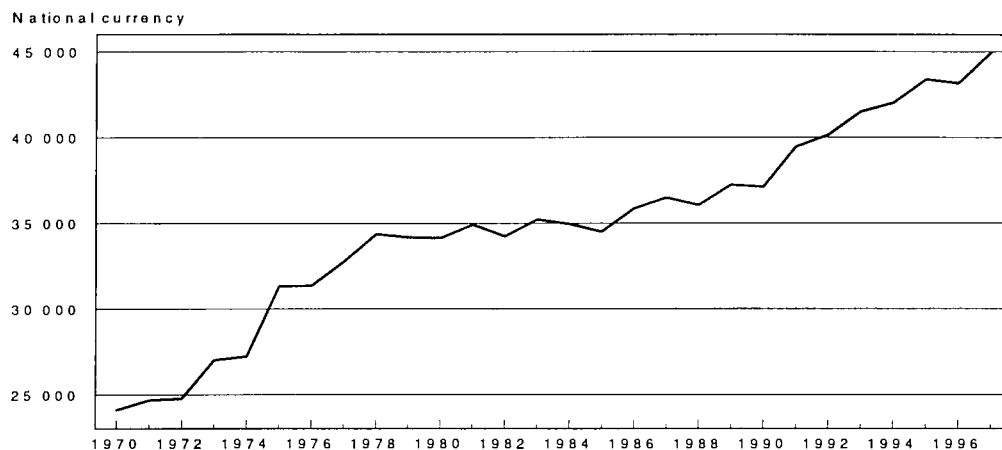
The law fixing minimum wage levels in Luxembourg dates from 12 March 1973. It has been amended on four occasions, namely 27.3.81, 28.3.86, 28.12.88 and 26.2.93.

The original law established a minimum monthly income (rather than an hourly or weekly amount) to which all employees, except those in domestic service and family firms, were entitled. After 1982 a distinction was made between the minimum wage for those with families and those without. This distinction was removed with effect from 1 January 1995 in order to simplify the system. All other variations of the minimum wage were also dropped in favour of a single rate to apply to all unskilled workers aged 18 or over. The only exception made is for workers with a qualification recognised under the terms of the amendments made to the law on 12 March 1973. They are entitled to 20 % above the basic rate. For all those aged under 18 the minimum wage is reduced: by 20 % for those aged 17, by 30 % for those aged 16 and by 40 % for those aged 15 years. Employees who are physically or mentally incapable of fully performing the conditions of their employment may also be paid less than the statutory minimum. The minimum wage is paid normally 12 times per year.

The minimum is automatically updated by the change in the cost of living index. The government is also required to present a report to the Chamber of Deputies on developments in the economy and incomes, and if deemed necessary a proposal concerning the level of the minimum wage. In general, the minimum wage is revalued every two years. The amount is determined by calculating the change in the average hourly wage over the previous period. Average hourly incomes are calculated by dividing the total income of those in work, excluding the bottom 20 % and top 5 % of earners, by the number of hours worked by this group.

The most recent revaluation of this sort occurred on 1 January 1997, when the rate for an unskilled worker aged 18 or over was increased by 3.2 %. The graph below shows the annual average level of the minimum monthly salary in Luxembourg in average 1995 prices for the period 1970-97. The value of the annual average minimum wage for a single worker aged 18 or over has nearly doubled in real terms to stand at LUF 46 275 (ECU 1 149) per month in February 1997. However, most of this growth occurred in the first eight years of this period and after 1990.

Evolution of minimum monthly wage (annual average) in 1995 prices



Source: Ministry of Social Security

The table below shows the proportion of the workforce earning the minimum wage. This proportion has risen from about 1 in 8 in 1993 to nearly 1 in 7 in 1994 to go down again to 1 in 8 in 1996. Overall around a fifth of women and 1 in 10 men received a salary around the minimum level. About 52 % of those paid at minimum wage rates in 1996 were women. Low pay appears to be concentrated in certain branches with nearly half of women (and a fifth of men) employed in the retail trade and catering branches being paid at, or just above, minimum wage rates in 1996. The distribution of those earning the minimum wage also varied by age; about 4 in 5 were aged between 20 and 40 in 1996 although this age-group only formed 60 % of the workforce.

Number of people earning the minimum wage, by sex¹

	1993	%	1994	%	1995	%	1996	%
Total earning minimum wage								
Men	10 160	5.4	9 525	5.0	11 880	6.1	12 530	6.3
Women	12 930	6.9	14 895	7.8	16 400	8.4	13 570	6.8
All	23 090	12.4	24 420	12.8	28 280	14.5	26 100	13
All in employment	186 962	100.0	190 559	100.0	195 600	100.0	200 402	100.0
Numbers in employment								
Men	120 50	64.3	121 574	63.8	124 586	63.7	127 250	63.5
Women	66 812	35.7	68 985	36.2	71 014	36.3	73 152	36.5
All	186 962	100.0	190 559	100.0	195 600	100.0	200 402	100.0

¹ At 31 March each year.

Source: Ministry of Social Security

THE NETHERLANDS

The legislation governing the minimum wage in the Netherlands dates from 1968. The minimum wage is set by the government. The law states that the legal minimum wage is a level of remuneration judged to be equal to the work done. In the case of full-time work this is set at an amount sufficient for the maintenance of a household. This wage is expressed as a weekly figure and those who work less than full-time are entitled to a proportion of the minimum wage commensurate with the hours worked. Until 1992, the minimum wage applied to persons working normally at least 14 hours per week. It now applies to all employed persons regardless of the number of hours worked. The level of the minimum wages has added importance beyond that of ensuring certain remuneration for employment as it is used as a reference point for many regulations concerning social security and other payments. The minimum wage is paid twelve times per year.

Before 1974, the minimum wage applied to employees aged 23 years or over. Starting January 1974, the minimum wage also applies to young workers aged 15-22 years according to the following scale:

Age	22	21	20	19	18	17	16	15
Proportion of the minimum wage (%)	85.0	72.5	61.5	52.5	45.5	39.5	34.5	30.0

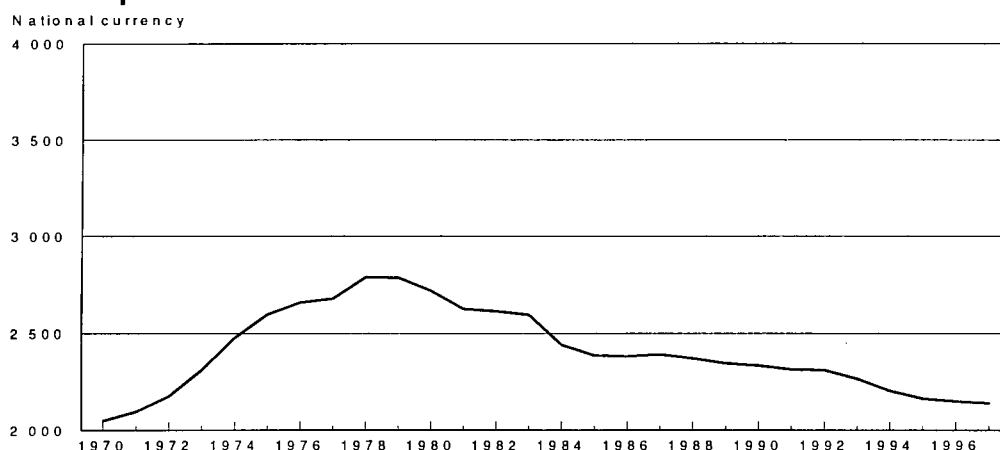
Since 1993, the minimum wage applies to all employed persons, regardless of the number of hours worked.

The Ministry of Social Affairs and Employment may allow the payment of rates below the level of the minimum wage in firms, branches or professions deemed to be under threat, after consultation with the parties affected and advice from the Social Economic Council. The Ministry may also grant dispensations to firms for disabled workers who are unable to fulfil all the conditions of their employment to be paid less than the statutory minimum.

The minimum wage is set by the government and normally updated twice yearly, on 1 January and 1 July, by the average rise in wages negotiated in the private sector, rather than by rises in consumer prices. The minimum wage was frozen between 1984 and 1989 and since 1992 the government has not been constrained by the requirement to update it automatically. In addition the government may readjust the underlying level of the minimum wage. The task of examining such structural changes is carried out every three years by the Social Economic Council. This is a tripartite body consisting of representatives of the employers and employees and independent members nominated by the government.

From 1970 it rose by about 10 % in real terms (with great variation over this period) to stand at NLG 517,8 (ECU 232) per week, or NLG 2 243,4,4 (ECU 1 007) per month, in January 1997. The accompanying graph follows the development of the annual average minimum monthly wage, in 1995 prices, over the period 1970 to 1997. It shows that the value of the minimum wage rose by about two fifths during the 1970s, but has since lost about a fifth of its value.

Evolution of minimum monthly wage (annual average) in 1995 prices



Source: CBS, Statistics Netherlands

The table below shows the number of employees paid at or lower than the minimum wage¹.

Number of employees paid at or lower than the minimum wage

	Number of employees X 1000	Ages covered
November 1971	84.4	23 - 64 year
November 1979	365.0	16 - 64 year
October 1985	194.5	16 - 64 year
October 1990	146.2	16 - 64 year
October 1994	200.5	16 - 64 year

Source: CBS, Statistics Netherlands

The share of employees earning the minimum or less in the total number of jobs of employees in October 1994 is 3.7%.

¹ This information comes from two different sources. For the years 1971 and 1979, the number of workers earning the minimum wage comes from the Minimum Wage Survey. This survey no longer exists. Since 1985, the information is derived from the Annual earnings survey.

AUSTRIA

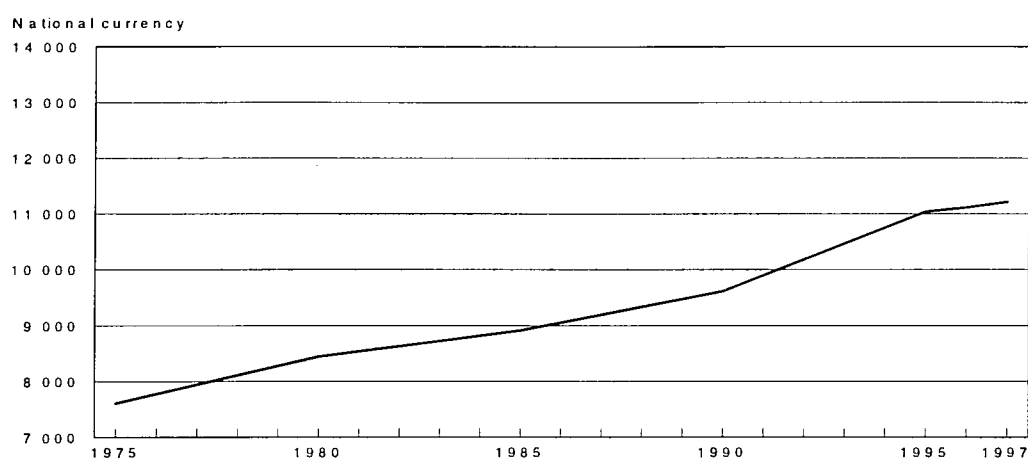
There is no legal minimum wage laid down by law in Austria except in the case of the public sector. Instead wages are independently determined by collective bargaining between employers' and employees' groups in the various branches of the economy. Negotiations usually take place annually in order to take better account of the changing conditions affecting the sector. The agreements reached are legally binding and in 1996 the working conditions of more than 90 % of Austrian employees were governed by such agreements. The conditions negotiated collectively cannot be suspended or restricted by individual firms; they are fixed minimum conditions applicable to employees and may not be altered. Special agreements are only valid when they are more favourable for the employee, i.e., if the wage envisaged in the agreement is above that negotiated at the collective level.

In branches where there is no body capable of negotiating collectively for the employers, as in the case of the domestic service sector, the *Bundeseinigungsamt* may set minimum wage levels for those employed in the sector. Minimum wage levels in related economic activities are taken into account in such circumstances. This may have the effect of raising minimum wage levels in branches where employees earn relatively little. The Federal Settlement Office (*Bundeseinigungsamt*) is a body set up by the Federal Ministry of Labour, Health and Social Affairs to assist in the administration of the system of collective agreements. Its members are appointed by the minister based on proposals submitted by the social partners.

The *Bundeseinigungsamt* also has the power to extend the area of application of collective agreements to other areas or different groups of people. A so-called "*Satzung*" (statute) can be enacted if the employer is not subject to a collective agreement and the types of work are comparable. This instrument has a similar function to the "*Allgemeinverbindlichkeitserklärung*" (general declaration of application) in Germany.

The graph below shows an example of the minimum monthly levels of pay in force in the textile industry (for unskilled workers) during the period 1975 to 1997.

Evolution of average minimum monthly wages negotiated in the textile industry in 1995 prices



Source: Austrian Central Statistical Office

The tables below show the numbers of full- and part-time employees in Austria who had a monthly income of less than ATS 12 000 in the period 1989-94. This figure corresponded to about half the average monthly salary of a single male manual worker with an average income in 1993. Overall about 1 worker in 10, including more than 1 in 4 female workers, was earning less than ATS 12 000 a month in 1994. A third of the total were under 25, with this figure rising to two thirds for men. In addition, men on low wages tended to be concentrated in the commerce, catering and transport activities, while women on low pay were distributed across all age groups and economic activities. Although the total number earning less than the threshold mentioned above dropped by about two thirds during the five years, gross earnings rose by 30 % and consumer prices by 18.5 percent.

Employees with a monthly income of less than ATS 12,000, 1989 - 1994

	(Thousands)					
	1989	1990	1991	1992	1993	1994
Austrian employees	765	630	510	355	280	250
Men	231	188	154	110	93	83
Women	534	442	356	245	187	167
Non-Austrian employees	85	120	110	95	70	60
Men	44	62	56	50	37	32
Women	41	58	54	45	33	28
All employees	850	750	620	450	350	310
Men	275	250	210	160	130	115
Women	575	500	410	290	220	195

Source: OSTAT (Austrian Central Statistical Office)

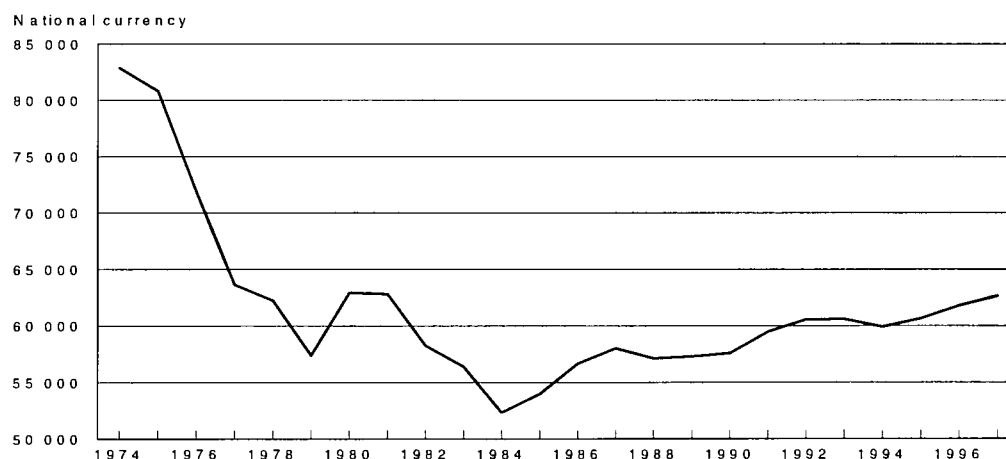
PORTUGAL

A national minimum monthly salary has existed in Portugal since 1974 and is applicable to employees, aged 18 or over, in all branches. A reduced rate exists for domestic workers, and between 1977 and 1990 there was a third rate for agricultural workers. Part-time employees are entitled to a proportion of the basic minimum according to the number of hours worked. Those aged under 18 are entitled to 75 % of the rate for over 18s. Similarly, apprentices and trainees aged between 18 and 25 are entitled to 80 % of the national minimum wage. The monthly minimum wage is paid 14 times a year

Minimum salaries are fixed annually by the government after consultation with the Permanent Commission for Social Co-operation. This is a tripartite body consisting of employers, employees and government representatives under the chairmanship of the Prime Minister. The size of the increase usually depends on government forecasts of price and wage changes in the following year.

The minimum was raised to PTE 56 700 (ECU 291) in January 1997 for non-domestic workers. The accompanying graph shows the value of the annual average minimum monthly wage for non-domestic workers, in average 1995 prices, for the period 1974-97. In real terms the minimum for non-domestic workers fell by about a quarter between 1975 and 1997. However, most of this fall occurred in the time up to 1984 since when its value has risen by about a sixth.

Evolution of minimum monthly wage (annual average) in 1995 prices



Source: Ministry for the Qualification and Employment

The table below shows the proportion of full-time employees in Portugal earning the minimum wage. In 1996 nearly 5 % of the workforce were being remunerated at the minimum wage level, slightly below the proportion 13 years earlier, although there was a maximum figure of nearly 10% in 1986. The rate for women during the whole period was higher than that for men. In 1996 about 4% of male full-time employees were being paid at the minimum wage level while the rate for women was about 7%.

Proportion of full-time workforce earning the minimum wage in Portugal

	(%)		
	Men	Women	All
1982	3.4	13.3	6.2
1983	4.3	12.9	6.8
1984	4.5	14.1	7.4
1985	5.4	14.6	8.3
1986	6.9	14.7	9.4
1987	6.3	14.0	8.8
1988	6.0	13.4	8.5
1989	5.2	11.4	7.4
1990	5.0	9.7	6.6
1991	5.9	11.9	8.1
1992	4.3	10.1	6.5
1993	3.6	8.7	5.5
1994	4.2	8.6	5.9
1995	3.1	7.5	4.8
1996	3.7	6.9	4.9

Source: Ministry for the Qualification and Employment

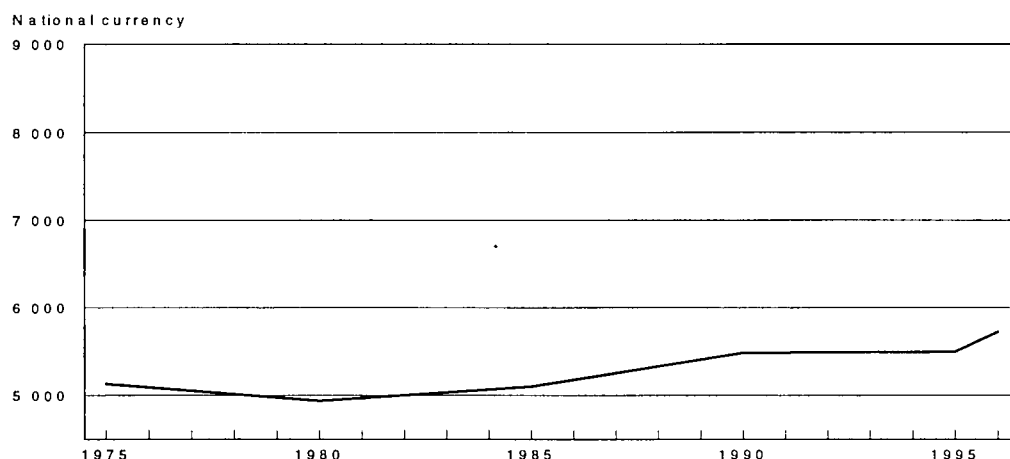
FINLAND

There is no single fixed minimum wage in Finland. Instead, there is a system of legally binding collective agreements setting minimum wage levels and other conditions of employment in certain industries. The minimum wage levels specified in these agreements vary by sector, occupation, experience and other factors. If the proportion of organised employees in a sector covered by a particular agreement is higher than 50 % then the agreement between the employers' and employees' representatives becomes binding for all employees within the scope of the agreement. Local agreements may supplement those negotiated at national level by employees' and employers' representatives. In general the minimum wages in those agreements can not be lower than in national agreements.

The collective bargaining process is generally determined according to a centralised incomes policy agreed on by employees' and employers' organisations in conjunction with the government. More recently, following two rounds of agreements concluded by separate unions, a general comprehensive incomes policy agreement for two years was concluded for the period 1.10.1995 - 31.01.1998. Overall, hundreds of branch specific collective agreements regulate the working conditions of over 90 % of the workforce. Individual agreements contain mechanisms for fixing and updating minimum wage levels.

The graph below shows the development of the minimum monthly wage rates agreed for the construction industry by employers and employees (for an unskilled worker). They are applicable to all workers aged 18 or over, the lowest rate being FIM 5759.60 (ECU 988) for an unskilled worker in 1996. Apprentices are entitled to a proportion of the minimum wage depending on the outstanding period of the apprenticeship. The agreement also specifies other items of remuneration to which employees may be entitled, such as those for possessing certain recognised skills, travel to work, work abroad or work tools.

Evolution of minimum monthly wages negotiated in the construction Industry in 1995 prices



Source: Statistics Finland

SWEDEN

In Sweden there are no statutory minimum levels of remuneration. Instead pay bargaining is left to negotiations arrived at between employees' and employers' representatives at branch level. The collective agreements concluded are legally binding. They differ widely in form but have in common that they specify minimum levels of pay acceptable and stipulate the amounts by which these rates are allowed to rise. The importance of minimum rates of pay varies from agreement to agreement and employers are free to pay rates above them.

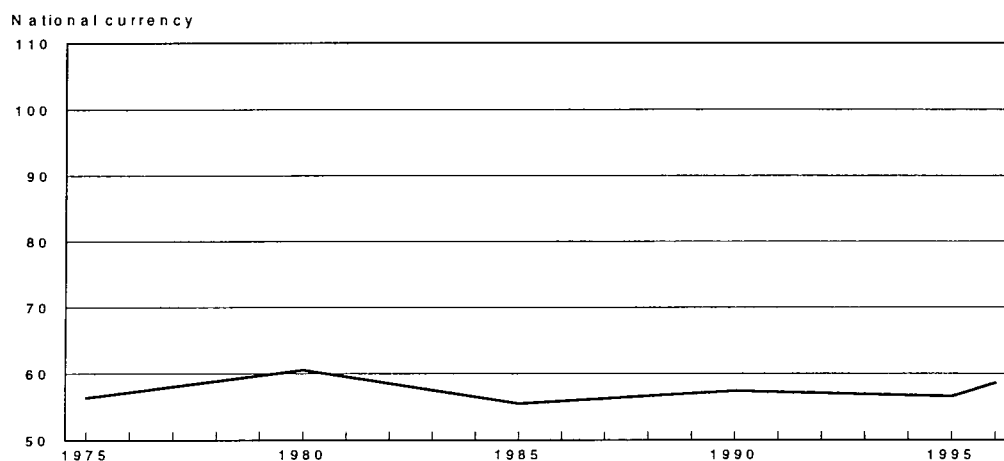
In private sector agreements for non-manual workers two minimum rates are usually specified: one for employees aged 18; and a higher one for those aged 24 years or more. These rates are usually well below what employees really earn and play little role in wage setting. The importance of minimum wage rates for manual workers depends on the sector concerned. In some there is a single rate for all adult employees, while in others levels depend on occupation, qualifications and experience. The minimum wage in some branches is the rate at which recruits without vocational training are paid while in others it is close to the level of real earnings. For instance in the retail trade sector the minimum wage laid down in the collective agreement is so high as to be generally regarded as the standard wage in that branch of activity even though it is formally a minimum wage agreement.

The situation in the public sector has moved towards that in the private sector over recent years. Previously detailed salary scales were established by central collective agreements. These have been abolished and replaced by local agreements which now determine salary levels and the amounts by which they are allowed to increase. The minimum rates specified in these agreements tend to be relatively low.

Collective agreements in Sweden cover all the business sites of the firms whose representatives have made an agreement with their counterparts from the unions. Therefore, they are applicable to all employees working at a particular site including those who are not members of the union which made the agreement. Similarly, collective agreements are held to constitute a norm for those parts of the labour market where there are no collective agreements. Consequently the proportion of employees whose conditions of employment are regulated by collective agreements is very high - almost 100 %.

The graph below shows the development of the minimum hourly wages in textile industry for the period 1975 - 1996. These figures relate to an unskilled worker.

Evolution of minimum hourly wage in the textile industry in 1995 prices



Source: Statistics Sweden

UNITED KINGDOM

Although the United Kingdom Government is committed to the introduction of a National Minimum wage, statutory minimum rates of remuneration for employment do not currently exist in the United Kingdom, except for agricultural workers where they are fixed by three autonomous Agricultural Wages Boards for England and Wales, Scotland and Northern Ireland. The Ministry of Agriculture, Fisheries and Food ensures that Agricultural Wages Orders are complied with in England and Wales. The Scottish Office and the Northern Ireland Office are responsible for overseeing the process in their respective territories.

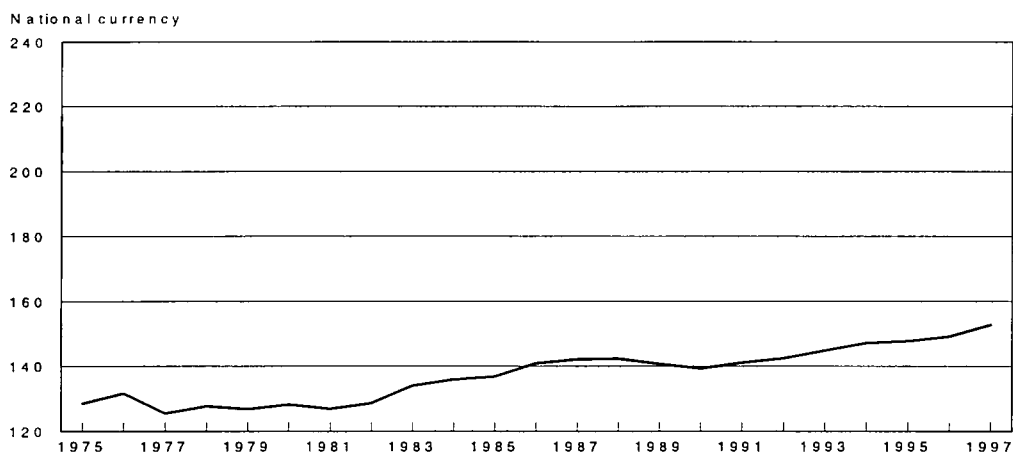
The first Agricultural Wages Board in England and Wales was set up in 1917 but the present system was established by the 1948 Agricultural Wages Act (although it has been since subject to some revisions). The Board consists of five representatives nominated by the Minister of Agriculture and the Secretary of State for Wales and eight each put forward by employers' and employees' bodies.

Minimum basic wages, based on a minimum basic rate per hour minimum overtime rates, holiday entitlement and certain other conditions of employment are set by the Board by Orders which are legally binding. The orders are enforced by inspectors. The minimum rates for skilled workers are higher than those for other workers and the rates set for workers under 19 years of age (20 years up to 31 May 1996) are lower than those for older workers.

For the other industries, the Wages Councils had similar powers in setting statutory minimum rates of pay and working conditions where voluntary collective bargaining mechanisms were thought to be weak. The Wages Councils were created in 1909 and until 1979 were seen as a means to protect low-paid workers who lay outside the scope of collective bargaining. The Wages Act 1986 reduced the powers of the councils. In particular, all workers aged under 21 were removed from minimum wage provision and councils lost their power to determine non-pay conditions such as holidays. The Wages Councils were abolished in November 1993. In 1997, about 48% of workers were covered by a collective agreement (in Great Britain).

The graph below shows the development of the annual average minimum weekly wage, in 1995 prices, for agricultural workers aged 20 or over since 1975 when rates for men and women were made equal. Over this period they rose by nearly 15 % in real terms. The basic rose from GBP 28.50 in January 1975 for a 40 hour week to GBP 160.85 (ECU 232.7) in June 1997, for a 39 hour normal working week, when the latest revision was made.

Annual average minimum weekly wage for agricultural workers in England & Wales in 1995 prices



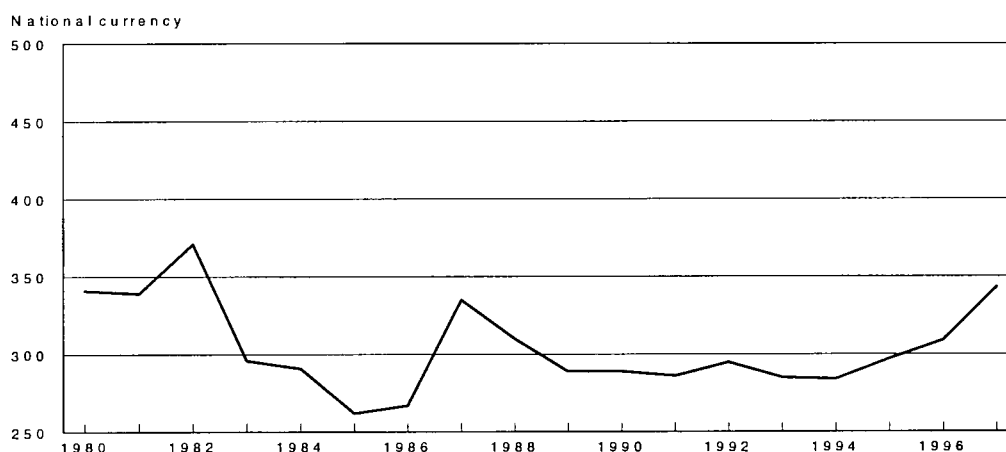
Source: Ministry of Agriculture, Fisheries and Food

ICELAND

Minimum wages in Iceland are determined by collective bargaining between unions and employers' confederations in each sector and region. The agreements are fixed and updated by mechanisms specified in the individual agreements. The Icelandic labour market is marked by a high degree of organisation both of employers and employees. However, the collective agreements negotiated by them are legally binding for all employees working in the economic activities and regions specified by the agreement, including non-union members. The legal framework stipulating that the wage rates negotiated in collective agreements are to be treated as minimum levels of remuneration applicable to all employees dates back to 1980.

Although minimum wages in Iceland vary by sector and region that for unskilled manual workers is recognised as the minimum wage for the whole country. In 1995 the annual average hourly wage for manual workers was ISK 267 (ECU 3.15). Full-time employees were entitled to four extra lump-sum payments which raised the hourly minimum to 297 ISK (ECU 3.51), excluding holiday and benefit payments. The minimum was raised to ISK 316 (ECU 3.73) in 1996 (and ISK 358 (ECU 4.42) in 1997 respectively. By comparison, the minimum wage for shop assistants was raised from ISK 345 in 1996 and that for skilled workers from ISK 415 in 1996. Less than 0.5 % of the working population are paid at the national minimum level. The graph below shows the development of the annual average minimum wage for unskilled manual workers since 1980 to 1997 in average 1995 prices. Despite numerous fluctuations over this period, the value of minimum hourly wages in 1997 is very similar to that in 1980 (343 vs. 341 respectively).

Evolution of the minimum hourly wages for unskilled manual workers¹ in 1995 prices



¹ Includes additional lump-sum payments.

Source: Statistics Iceland

LIECHTENSTEIN

There is no statutory minimum wage in Liechtenstein, nor is this task delegated to any other body. Instead, minimum wage levels are laid down in collective agreements determined annually by the Liechtenstein Employees Federation and the relevant representatives of the employers in each industrial sector. These also cover general conditions of employment and are legally enforceable. In the domestic service and agricultural branches, where there are no collective agreements, the government sets minimum wage levels each year.

Minimum wage rates in a sector may increase with length of service depending on the industry. Youth rates also exist in certain branches. The gross annual minimum income may be increased by bonus payments dependent on the length of service and reliability.

The table below shows an example of minimum wages in the metal industry. The agreement also regulates the length of the normal working week (in this example 43 hours a week) and holidays to which employees are entitled.

Minimum monthly wage in the metal industry from 1.1.97

	(CHF)		
	In first two years of work	After first two years of work	Average salary
Foreman	3 541.80	3 799.30	4 190.70
Professional worker	3 407.70	3 675.50	4 036.00
Skilled worker	3 187.65	3 414.25	3 743.85
Unskilled worker	2 730.25	2 925.95	3 396.75

Source: Amt fuer Volkswirtschaft (Office for Economics)

NORWAY

There is no national minimum wage set by the Norwegian government. However, there is a system of collective bargaining in branches between employers and employees groups whose results have been legally enforceable since a law on the subject entered into force on 1 January 1994. This law was designed to ensure that foreign workers employed in Norway are subject to the same conditions applied to Norwegian nationals, i.e. to prevent "social dumping".

The law established an arbitration committee to rule on requests that a collective agreement negotiated by the social partners in a particular sector be made generally applicable to all those employed in that sector in Norway. This committee consists of a chairman and four others. The chairman and two of the members are neutral, another represents employers' and another employees' interests. In addition to the five regular members the party presenting the case together with the a representative of the opposing side are included in the committee unless they are already represented by the representatives of the social partners. In special cases the committee is also entitled to pass rulings on pay and working conditions not included in the original agreement put before it. Until the time of publication these procedures have not been tested as no case has been presented for arbitration.

The graph below shows the development of the minimum hourly levels of pay in force in the construction for an unskilled worker over the period 1975 - 1997.

Evolution of minimum hourly levels of pays in force in the construction (in 1995 prices)



Source: Statistics Norway

SWITZERLAND

There is no statutory minimum wage in Switzerland. However, collective agreements establish legally binding minimum rates of remuneration in certain branches. A survey in 1994 showed that the employment conditions of just under 1 in 3 workers were regulated by agreements negotiated by employers' and employees' representatives. For just under 1 in 10 employees conditions of employment were determined by an agreement between the individual firm and employees representatives.

There is no official information available on pay levels in collective agreements but it is estimated that about half specify minimum levels of remuneration. For example the sector-level agreement for workers in hotels and catering in Switzerland, which covers the greatest number of workers, specifies a minimum wage level of CHF 2 200 (ECU 1 450) per month for unqualified workers. This amount rises to CHF 2 380 (ECU 1 569) after 2 years service. Workers with a completed vocational qualification are entitled to a minimum of CHF 3 250 (ECU 2 142) per month. This agreement has been in force since 1 July 1992 and is based on a normal working week of 42 hours and 45 hours in small enterprises (less than 5 employees) and in "seasonal" enterprises (opened 4 months a year or less). This collective agreement has not been in force since the end of June 1994.

The following table shows the percentage of all Swiss employees who earn less than the minimum wage in the hotels and catering sector. The data on the overall wage structure to which minimum wages in the hotels and catering sector can be compared are standardised to a 40 hour working week and include additional annual supplementary payments. Therefore the above mentioned minimum wages have to be standardised in the same way which leads, in the case of unqualified workers, to a standardised minimum wage of CHF 2 270 (instead of CHF 2 200 without gratification and for a 42 hour week). For this reason, the figures in the table refer to those earning less than CHF 2 270, in the case of unqualified workers, and CHF 3 095 for qualified workers.

The table below shows that, overall, less than 1 % of men earn less than the minimum wage of an unqualified worker in the hotels and catering sector compared with just under 3 % of women. These figures rise to just under 5 % for men and just over 19 % for women if the threshold being considered is the minimum wage of a qualified worker in the sector.

Employees earning¹ less than the minimum wage as defined in the hotels and catering sector, 1994

	(%)	
	Unqualified employee (CHF 2 270)	Qualified employee (CHF 3 095)
All employees	1.5	10.3
Men	0.7	4.9
Women	2.9	19.3
Full-time ²	1.4	9.0
Part-time	2.0	15.7

¹ Standardised gross earnings.

² Refers to employees working 90 % or more of the average 40 hour working week.

Source: Federal Office for Statistics, data from a business survey on wage structure

THE UNITED STATES

A minimum wage was established at the national level in the U.S.A. by the enactment of the Fair Labor Standards Act (FLSA) of 1938. At that time the FLSA applied to employees engaged in interstate or foreign commerce or in the production of goods for such commerce. Beginning with the FLSA Amendments of 1961, all employees of certain enterprises having workers engaged in interstate commerce or handling goods that have been moved in or produced for such commerce have been covered by the FLSA provided certain other requirements relating to annual gross volume of sales made or business done, or type of enterprise, are met. Employees of firms which are not covered enterprises under the FLSA are still covered under the traditional coverage provisions of the 1938 Act. The coverage provisions of the FLSA have been amended several times over the years to include more employees, including certain agricultural employees, hospital and nursing home employees, and State and local government employees. In some instances, the minimum wage was phased in over a number of years until parity was gained with those previously covered.

There are State as well as Federal minimum wages and employers have to pay the higher of the two. Wage rates below the statutory minimum may be paid to full-time students, student learners (vocational education students), workers in sheltered workshops and other specially-situated workers, under an exemption from the FLSA provisions, where it is considered that their employment prospects would otherwise be detrimentally affected. Employers may also consider tips as part of wages, but the employer must pay at least \$2.13 an hour in direct wages. Where the sum of direct wages and tips does not equal at least the minimum wage, the employer must make up the difference. Since October 1, 1996, employers may pay a youth minimum wage of not less than \$4.25 an hour for employees under 20 years of age during their first 90 consecutive calendar days of employment with an employer. Employers are prohibited from taking any action to displace employees in order to hire employees at the youth minimum wage.

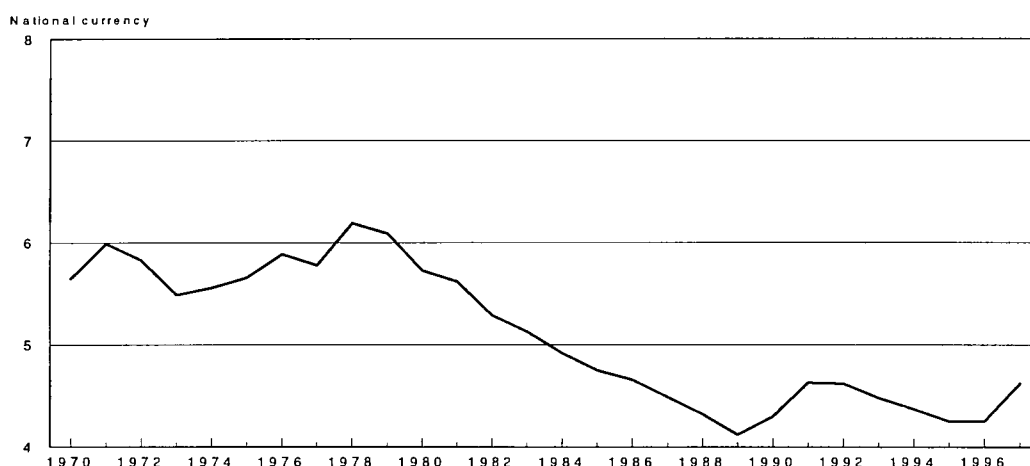
According to estimates for 1995¹, some 68.4 million American workers were paid at hourly rates, representing 62.1 % of all wage and salary workers. Of those paid by hour, about 1.7 million were reported with wages below the minimum (USD 4.25) and about 2 million were reported earning exactly the minimum. Together, these 3.7 millions workers with wages at or below the minimum made up 5.3 percent of all hourly paid workers. Over half of workers earning USD 4.25 or less were under 25 and about 7 % of women paid hourly rates reported wages at or below the prevailing Federal minimum, compared to about 4 percent of men. Among major industrial groups, the proportion of workers with reported hourly wages at or below USD 4.25

¹ "Characteristics of U.S. Minimum Wage Workers: 1995", which is based on tabulations from the Current Population Survey, 1995 annual averages, US Department of Labor, Bureau of Labor statistics.

was highest in retail trade (14 percent) and agriculture (8 percent). By 1996, approximately ten million American workers were earning between USD 4.25 and USD 5.14 per hour.¹

The minimum wage is not subject to indexation and can only be updated by legislation. Between 1 April 1991 and 30 September 1996 the level of the minimum wage has remained unchanged: USD 4.25 per hour (ECU 3.23). It rose to USD 4.75 per hour on 1 October 1996 and a further increase took place on 1 September 1997, fixing the minimum salary at USD 5.15. The accompanying graph follows the development of the annual average minimum wage at Federal level, in 1995 prices, over the period 1970-97. During the period 1970-1995 the value of the minimum wage declined by 25% in real terms. This is in part due to the sometimes relatively long periods between updating of the minimum wage. For example, its level was frozen for nearly a decade between 1981 and 1990 increased to USD 4.25 an hour by 1991, but remained at that level for more than five years. With the 1996 and 1997 increases, hourly minimum wages have increased by 9% in real terms over the 1995 level.

Evolution of the annual average hourly wage¹ in 1995 price



¹ This wage rate is not very representative of the US Labour force because many employees are covered by the individual States' minimum wages.

Source: Bureau of Labour Statistics

"The number of states with minimum wages rates above the FLSA rate tend to increase after long spells of no changes in the FLSA rate. As of 2 January 1996, 11 states and the District of Columbia had minimum wage rates above the FLSA rate. As of 1 September 1997, 5 states and the District of Columbia had minimum wage rates above the FLSA rate".

¹ U.S. Department of Labor News Release USDL 97-303 on 29 August 1997.

CANADA

In Canada, the first attempts at regulating the field of minimum wages resulted in the payment of “fair wages” to persons engaged on all public works and government contracts. Soon after the turn of the century, legislators in this country began enacting “policies” with regard to exceptionally low wages as well as excessively long hours of work and unhealthy working conditions.

Male Minimum Wage Orders began appearing only in the late 1930s (the first in British Columbia in 1925) and became widespread in the mid-50s. Through to the late 60s, and even until 1974, there were differences in the minimum wage rates payable to men and women, but this concept slowly gave way to the principle of equal pay.

Until the early 70s many provinces also had zones or geographical differentials whereby workers in urban centres were paid a higher wage than those in rural areas. At the beginning of 1960, for example, of the nine provinces that had minimum wage legislation, six had such zones. The reason for having such a differential was that the cost-of-living had generally been higher in the cities than in rural areas.

Throughout the history of the minimum wage there have also been various other differentials. Youth differentials were once very common, though many jurisdictions have repealed them since the adoption of the Charter of Rights and Freedoms in 1982. Occupational differentials have been and still are rather common. For example, domestic and farm workers have generally been excluded from minimum wage provisions, and where they were not, they were entitled to a lower minimum.

Though certain jurisdictions have abolished their minimum wage board or other labour board, the role of such boards is basically the same today as it has always been : they are authorized by law to recommend, after the necessary inquiries, investigation and research, minimum rates of wages or to establish such rates with the approval of the Lieutenant-Governor in Council. Where no board exists, the review of the minimum wage rates is incumbent upon the Lieutenant-Governor in Council. The rates are reviewed and increased from time to time by minimum wage orders or regulations pursuant to the provinces' Employment Standards Act which are approved by order in council.

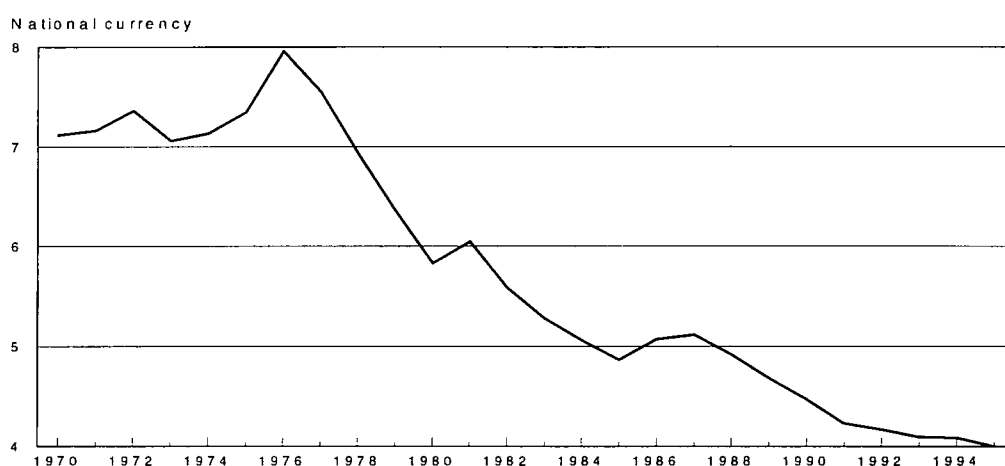
The boards are usually composed of members who represent the interests of employers and employees and in some cases the general public, with an impartial chairman, and frequently an officer of the department of labour.

The general practice is to fix a basic wage, taking into account the cost-of-living, economic conditions and other relevant factors. The minimum wage rate is set mainly for the protection of unorganized and unskilled workers. It constitutes a floor above which employees or their trade unions may negotiate with management for a higher standard. The boards hold public hearings and make extensive inquiries before minimum wage orders are put into effect. Minimum wage orders are not reviewed with any regularity.

In all provinces, general minimum wage rates are issued which apply to most workers throughout the province. These are often supplemented by special orders, regulations or decrees which apply to particular industries, occupations or classes of employees, and in some case taking into account special skills.

The graph below shows the development over the period 1970 - 1995 of the annual average Federal minimum wage ¹ (hourly rates) in 1995 prices.

Evolution of the annual average hourly wage in Canada in 1995 prices



Source: Human Resources Development Canada

¹ This wage rate is not very representative of the Canadian Labour force, as few employees are covered under the Federal minimum wage the tendency being instead to be covered by the Employment laws of their province.

JAPAN

Minimum Wages System in Japan began with the Minimum Wages Law in 1959. Before the law, industrial minimum wages were implemented through agreements among employers (businessmen) in certain industries. The 1959 law provided that minimum wages be determined by four methods : 1) by businessmen's agreements, 2) by extension thereof to all workers of the same kind in a region, 3) extension of collective agreements minimum wages provisions to all workers of the same kind in a region, and 4) by deliberation of wages councils at both central and prefectural levels. The fourth method was first used in 1966, and the practice quickly spread. The present system was established by the amended Minimum Wages law of 1968. Minimum wages are established by the Minister of Labor or the Head of the Prefectural Labor Standards Office based on recommendations of central and prefectural Minimum Wage Councils or by extension of collective agreements.

In 1970 the Central Minimum Wage Council advocated the promotion of regional minimum wages. By 1976, regional minimum wages were established in all prefectures.

In Japan there are two methods for determining regional and industrial minimum wages : the "Council Method" (where the Labor Minister or the Chief of the Prefectural Labor Standards Office decides minimum wages based on research and study by the Minimum Wages Council), and "Labor Agreement Extension Method" (where labor agreements within a specified area is extensively applied). The "Council Method" is the more prevalent method used for setting minimum wages. In the case of Minimum Wages based on research and deliberation of the Councils, when it is considered necessary to improve the labour conditions of low-paid workers in a specific industry, occupation or area due to the fluctuation of wages and prices, the Councils are asked to study and discuss the situation and the Minimum Wages are determined on the basis of the opinions submitted by the Councils. Under the method of extending collective agreements, Minimum Wages are determined on the basis of provisions concerning minimum wage in collective agreements applied to a majority of a similar category of workers and employers.

In Japan there are two kinds of minimum wage, namely regional minimum wages and industrial minimum wages. Regional minimum wages are applied to all workers and all employers regardless of industry and occupation in a specified area, and there is one regional minimum wage in each prefecture e.g. the prefectural minimum wage in Tokyo. With regard to industrial minimum wage, it can be divided into two types. One is the minimum wage determined for a specified industry in a prefecture, for example, the Tokyo Iron and Steel Industry Minimum Wage, and the other is determined for specified industries (coal mining and

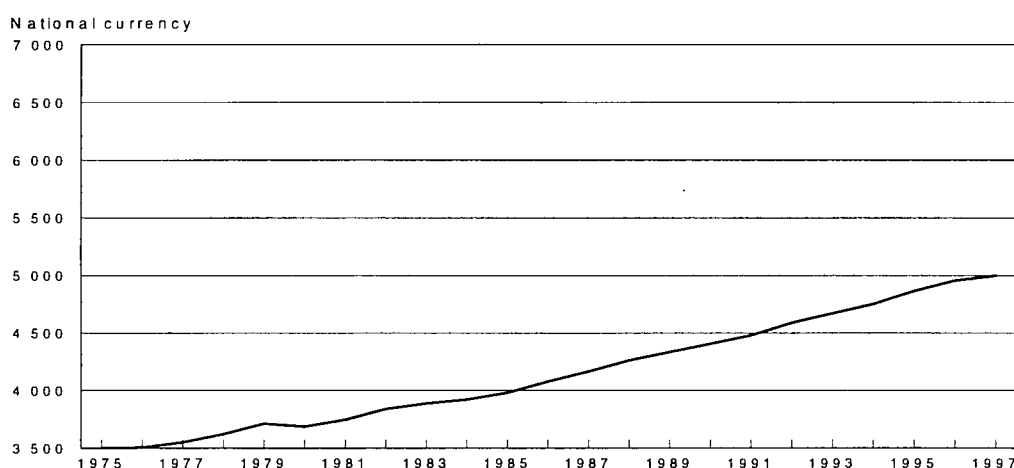
metal mining) for the whole country. Those industrial minimum wages are applied to workers and employers only in the industries concerned.

Individual prefectures throughout the country are assembled in four groups to set the standard for revising regional minimum wages and to submit this to local councils on minimum wages. The standard helps the local councils make recommendations on regional minimum wages, but is not necessarily binding. The fact is, however, that individual local councils on minimum wages usually accept the standard offered by the Central Council on Minimum Wages when they revise minimum wages by prefecture. Regional minimum wages are revised each year taking into consideration, trends in wages and prices and so on.

According to Article 3 of the Minimum Wages Law, the amount of minimum wages shall be fixed taking into consideration the cost of living of workers, wages of similar workers and the normal capacity of industries to pay wages. Under the 1997 revised standard for regional minimum wages, the average daily minimum wage was increased by JPY 110. This represents an increase of 2.21% compared with an increase of 2.12% in the previous year.

The graph below shows the development of the regional minimum wages (daily rate), in 1995 prices, over the period 1975-1997.

Evolution of average minimum wages per day in 1995 prices



Source: Ministry of Labour, Japan.

Annex 1

Statutory National Minimum wages

Levels

- ◆ **Belgium**
- ◆ **Greece**
- ◆ **Spain**
- ◆ **France**
- ◆ **Luxembourg**
- ◆ **The Netherlands**
- ◆ **Portugal**

Summary tables

- ◆ **Statutory minimum monthly wages (annual averages)**
- ◆ **Summary of statutory national minimum wages in the European Union**

Minimum monthly wages ^{1,2}

Belgium

(National currency)

	Entry into force	Amount for workers aged 21 years	Amount increased for workers aged 21½ years + 6 months ³	Amount increased for workers aged 22 years + 12 months ⁴
1975	1.01	15 500		
	1.02	15 810		
	1.04	16 126		
	1.07	16 449		
	1.09	16 777		
	1.12	17 114		
1976	1.02	17 456		
	1.04	17 805		
	1.07	18 161		
	1.11	18 524		
	1.02	18 895		
1977	1.05	19 273		
	1.09	19 657		
	1.01	20 051		
1978	1.09	20 458		
	1.02	20 861		
1979	1.08	21 278		
	1.12	21 703		
	1.03	22 137		
1980	1.07	22 580		
	1.11	23 031		
	1.01	23 493		
1981	1.04	25 115		
	1.09	25 617		
	1.11	26 130		
	1.01	26 821		
1982	1.02	27 357		
	1.05	27 905		
	1.08	28 462		
	1.10	29 031		
	1.12	29 613		
1983	1.04	30 206		
	1.10	30 809		
	1.12	31 426		
1984	1.08	32 054		
1985	1.06	32 695		
	1.10	33 349		
1986		33 349		
1987		33 349		
1988	1.04	34 050		
	1.11	34 731		
1989	1.08	35 426		
1990	1.02	36 126		
	1.11	36 856		
1991	1.03	37 595		
	1.07	38 095		
	1.12	38 857	39 940	
1992	1.07	39 257	40 340	
	1.11	40 042	41 146	
	1.07	40 843	41 969	
1993	1.09			42 489
	1.12	41 660	42 808	43 318
1996	1.05	42 493	43 665	44 185
1997	1.10	43 343	44 538	45 069

¹ Collective work agreement n° 21 of 15 Mays 1975 (modified several times granting a average minimum monthly income).

² Paid 12 times a year.

³ Six months service in the enterprise.

⁴ Twelve months service in the enterprise.

Source: Federal Ministry of Employment and Labour

Minimum monthly wages ¹

Greece

(National currency)

	Entry into force	Amount ²
1980	1.01	10 240
1981	1.01	12 276
	1.07	13 037
	1.11	13 580
1982	1.01	18 580
	1.05	19 937
	1.09	20 936
1983	1.01	21 231
	1.05	22 126
	1.09	24 383
1984	1.01	27 012
	1.05	28 876
	1.09	29 512
1985	1.01	31 932
	1.05	34 040
	1.09	34 755
1986	1.01	36 319
	1.05	36 792
	1.09	38 522
1987	1.01	40 102
	1.05	40 504
	1.09	42 327
1988	1.01	46 443
	1.05	47 143
	1.09	50 208
1989	1.01	54 828
	1.05	55 377
	1.09	60 506
1990	1.01	65 105
	1.07	69 728
1991	1.01	74 121
	1.07	78 272
1992	1.01	83 160
	1.07	86 487
1993	1.01	91 206
	1.07	98 568
1994	1.01	103 497
	1.07	110 225
1995	1.01	114 634
	1.07	119 220
1996	1.01	123 520
	1.07	128 460
1997	1.01	133 962
	1.07	138 316

¹ For unmarried non-manual employees in their first job.

² Paid 12 times a year.

Source: National Statistical Service of Greece

Minimum wages by length of service, marital status and employment status

Greece

(National currency)

		0 years		3 years		6 years		9 years	
		Married	Single	Married	Single	Married	Single	Married	Single
1.1.83	Non-manual workers ¹	22 782	21 231	24 335	22 782	25 836	24 335	27 437	25 886
	Manual workers ²	1 016	944	1 052	980	1 088	1 016	1 123	1 051
1.1.85	Non-manual workers ¹	34 230	31 932	36 526	34 230	38 817	36 526	41 121	38 817
	Manual workers ²	1 533	1 422	1 589	1 480	1 642	1 533	1 692	1 582
1.1.90	Non-manual workers ¹	70 782	65 105	76 459	70 782	82 132	76 455	87 798	82 121
	Manual workers ²	3 176	2 911	3 312	3 047	3 441	3 176	3 569	3 304
1.1.95	Non-manual workers ¹	126 098	114 634	137 562	126 098	149 025	137 561	160 489	149 025
	Manual workers ²	5 646	5 132	5 903	5 389	6 160	5 646	6 416	5 902
1.1.96	Non-manual workers ¹	135 872	123 520	148 224	135 872	160 576	148 224	172 928	160 576
	Manual workers ²	6 085	5 531	6 362	5 808	6 639	6 085	6 915	6 361
1.1.97	Non-manual workers ¹	147 359	133 962	160 756	147 359	174 152	160 755	187 548	174 151
	Manual workers ²	6 600	6 000	6 900	6 300	7 200	6 600	7 500	6 900

¹ Amount per month.

² Amount per day.

Source: National Statistical Service of Greece

Minimum monthly wages ¹

Spain

(National currency)

	Entry into force	Amount for workers with less than 18 years	Amount for workers with more than 18 years
1970	1.04	2 280 ²	3 600
1971	1.04	2 520 ²	4 080
1972	1.04	2 880 ²	4 680
1973	1.04	3 420 ²	5 580
1974	1.04	4 140 ²	6 750
1975	1.04	5 160 ²	8 400
1976	1.04	6 360 ²	10 350
	1.10	7 005 ²	11 400
1977	1.04	8 100 ²	13 200
	1.10	9 180 ²	15 000
1978	1.5	10 050 ²	16 440
	1.10	11 010 ²	18 000
1979	1.04	11 660 ²	19 200
	1.10	12 700 ²	20 660
1980	1.06	13 950 ³	22 770
1981	1.04	15 690 ³	25 620
1982	1.01	17 430 ³	28 440
1983	1.01	19 710 ³	32 160
1984	1.01	21 300 ³	34 740
1985	1.01	22 800 ³	37 170
1986	1.01	24 630 ³	40 140
1987	1.01	25 860 ³	42 150
1988	1.01	27 030 ³	44 040
1989	1.01	28 650 ³	46 680
1990	1.01	33 000	50 010
1991	1.01	35 160	53 250
1992	1.01	37 170	56 280
1993	1.01	38 670	58 530
1994	1.01	40 020	60 570
1995	1.01	41 430	62 700
1996	1.01	50 220	64 920
1997	1.01	59 130	66 630

¹ Paid 14 times a year.

² Workers and apprentices between 16 and 18 years old and apprentices with more than 18 years old.

³ Workers of 17 years old.

Source: National Statistical Office

Smic ¹ : Hourly rate and monthly rate ²

France

(National currency)							
	Entry into force	Hourly rate (Amount)	Monthly rate (Amount)		Entry into force	Hourly rate (Amount)	Monthly rate (Amount)
1970	1.01	3.27	566.79	1980	1.07	14.00	2 426.67
	1.03	3.36	582.39		1.09	14.29	2 476.93
	1.07	3.50	606.66		1.12	14.79	2 563.60
1971	1.01	3.63	629.19	1981	1.03	15.20	2 634.67
	1.04	3.68	637.85		1.06	16.72	2 898.13
	1.07	3.85	667.32		1.09	17.34	3 005.60
1972	1.12	3.94	682.92	1982	1.11	17.78	3 078.40
	1.05	4.10	710.65		1.01	18.15	3 146.00
	1.07	4.30	745.32		1.03	18.62	3 146.78
1973	1.11	4.55	788.65	1983	1.05	19.03	3 216.07
	1.02	4.64	804.25		1.07	19.64	3 319.16
	1.07	5.20	901.32		1.12	20.29	3 429.01
1974	1.10	5.32	922.12	1984	1.03	21.02	3 552.38
	1.12	5.43	941.18		1.06	21.65	3 658.85
	1.03	5.60	970.65		1.07	21.89	3 699.41
1975	1.05	5.95	1 031.31	1985	1.10	22.33	3 773.77
	1.07	6.40	1 109.31		1.01	22.78	3 849.82
	1.09	6.55	1 135.31		1.05	23.56	3 981.64
1976	1.12	6.75	1 169.98	1986	1.07	23.84	4 028.96
	1.03	6.95	1 204.64		1.11	24.36	4 116.84
	1.06	7.12	1 234.11		1.04	24.90	4 208.10
1977	1.07	7.55	1 308.64	1987	1.05	25.54	4 316.26
	1.10	7.71	1 336.37		1.07	26.04	4 400.76
	1.01	7.89	1 367.57		1.06	26.59	4 493.71
1978	1.04	8.08	1 400.51	1988	1.07	26.92	4 549.48
	1.07	8.58	1 487.17		1.03	27.57	4 659.33
	1.10	8.76	1 518.37		1.07	27.84	4 704.96
1979	1.12	8.94	1 549.57	1989	1.06	28.48	4 813.12
	1.04	9.14	1 584.24		1.07	28.76	4 860.44
	1.06	9.34	1 618.90		1.03	29.36	4 961.84
1980	1.07	9.58	1 660.50	1990	1.07	29.91	5 054.79
	1.10	9.79	1 696.90		1.04	30.51	5 156.19
	1.12	10.06	1 743.70		1.07	31.28	5 286.32
1981	1.05	10.45	1 811.30	1991	1.12	31.94	5 397.86
	1.07	10.85	1 880.67		1.07	32.66	5 519.54
	1.09	11.07	1 918.77		1.03	33.31	5 629.39
1982	1.12	11.31	1 960.40	1992	1.07	34.06	5 756.14
	1.04	11.60	2 010.67		1.07	34.83	5 886.27
	1.07	12.15	2 105.96		1.07	35.56	6 009.64
1983	1.09	12.42	2 152.76	1993	1.07	36.98	6 249.62
	1.12	12.93	2 241.20		1.05	37.72	6 374.68
	1.03	13.37	2 317.47		1.07	37.91	6 406.79
1984	1.05	13.66	2 367.73	1994	1.07	39.43	6 663.67

¹ Minimum growth wage (Salaire minimum interprofessionnel de croissance).

² Paid 12 times a year.

Sources :

SMIC (hourly rates) : Data from "Liaisons Sociales".

SMIC (monthly rates) :

- from January 1970 to December 1977 SMIC (hourly rates) * 173,33 hours per month.

SMIC (monthly rates) : Data from "Liaisons Sociales".

- from May 1978 to July 1982 : monthly rate calculated on basis of 173,33 hours per month.

- from March 1982 to July 1997 : monthly rate calculated on basis of 173,33 hours per month.

Minimum monthly wages ¹

Luxembourg

(National currency)

	Entry into force	Amount		Entry into force	Amount
1973	1.01	8 306	1983	1.01	24 730
	1.03	9 400		1.05	25 348
	1.07	9 634		1.09	25 982
				1.12	26 631
1974	1.01	9 875	1984	1.09	27 297
	1.04	10 121			
	1.06	10 374	1985	1.08	27 979
	1.09	10 633			
1975	1.01	12 523	1986	1.04	28 815
	1.03	12 836		1.07	29 103
	1.06	13 157	1987	1.01	29 248
	1.09	13 485			
	1.12	13 822	1988	1.12	29 979
1976	1.03	14 164	1989	1.01	31 029
	1.06	14 521		1.09	31 804
	1.10	14 855			
1977	1.01	15 480	1990	1.05	32 599
	1.02	15 867			
	1.06	16 263	1991	1.01	33 414
1978	1.01	16 914		1.04	35 922
	1.02	17 337		1.11	36 819
	1.11	17 770	1992	1.08	37 739
1979	1.06	18 214	1993	1.02	39 325
	1.12	18 669		1.05	40 307
1980	1.04	19 136	1994	1.02	41 314
	1.09	19 614			
1981	1.02	20 103	1995	1.01	42 677
	1.04	20 931		1.05	43 744
	1.05	21 454	1996		
	1.09	21 990			
1982	1.02	22 539	1997	1.01	45 146
	1.05	22 889		1.02	46 275
	1.07	23 239			
	1.09	23 803			
	1.11	24 153			
	1.12	24 730			

¹ Paid 12 times a year.

Minimum wages ¹: weekly rate and monthly rate

The Netherlands

(National currency)

	Entry into force	Weekly rate	Monthly rate
1970	1.07	157.5	682.5
1971	1.01	166.20	720.2
	1.04	167.70	726.7
	1.07	177.90	770.9
1972	1.01	187.80	813.8
	1.07	198.60	860.6
1973	1.01	216.90	939.9
	1.07	227.40	985.4
1974	1.01	242.10	1 049.1
	1.04	248.10	1 075.1
	1.07	274.80	1 190.8
1975	1.01	289.50	1 254.5
	1.04	294.30	1 275.3
	1.07	310.20	1 344.2
1976	1.01	332.40	1 440.4
	1.07	339.30	1 470.3
	0.11	346.20	1 500.2
1977	1.01	354.90	1 537.9
	1.07	367.20	1 591.2
1978	1.01	386.10	1 673.1
	1.07	397.50	1 722.5
1979	1.01	404.10	1 751.1
	1.07	413.10	1 790.1
1980	1.01	421.50	1 826.5
	1.07	429.90	1 862.9
	1.12	440.40	1 908.4
1981	1.01	434.40	1 882.4
	1.07	444.30	1 925.3
1982	1.01	456.90	1 979.9
	1.07	468.00	2 028.0
1983	1.01	472.80	2 048.8
	1.07	472.80	2 048.8
1984	1.01	458.70	1 987.7
	1.07	458.70	1 987.7
1985	1.01	458.70	1 987.7
	1.07	458.70	1 987.7
1986	1.01	458.70	1 987.7
1987	1.01	458.70	1 987.7
1988	1.01	458.70	1 987.7
1989	1.01	458.70	1 987.7
	1.07	458.70	1 987.7
1990	1.01	462.60	2 004.6
	1.07	471.00	2 041.0
1991	1.01	477.00	2 067.0
	1.07	485.10	2 102.1
1992	1.01	492.30	2 133.3
	1.07	499.20	2 163.2
1993	1.01	499.20	2 163.2
	1.07	499.20	2 163.2
1994	1.01	499.20	2 163.2
	1.07	499.20	2 163.2
1995	1.01	499.20	2 163.2
	1.07	499.20	2 163.2
1996	1.01	504.00	2 184.0
	1.07	508.50	2 203.5
1997	1.01	512.40	2 220.4
	1.07	517.80	2 243.8

¹ Paid 12 times a year.

Source: CBS, Statistics Netherlands

Minimum monthly wages ¹

Portugal

(National currency)

	Entry into force	Domestic service Amount	Agriculture Amount	Other Amount
1974	27.05			3 300
1975	1.06			4 000
1977	1.01		3 500	4 500
1978	1.04	3 500	4 600	5 700
1979	1.10	4 700	6 100	7 500
1980	1.10	5 700	7 500	9 000
1981	1.10	6 800	8 950	10 700
1983	1.01	8 300	10 900	13 000
1984	1.01	10 000	13 000	15 600
1985	1.01	13 000	16 500	19 200
1986	1.01	15 200	19 500	22 500
1987	1.01	17 500	22 400	25 200
1988	1.01	19 500	24 800	27 200
1989	1.01	22 400	28 400	30 000
	1.07	24 000	30 000	31 500
1990	1.01	28 000	34 500	35 000
1991	9.01	33 500		40 100
1992	1.01	38 000		44 500
1993	1.01	41 000		47 400
1994	1.01	43 000		49 300
1995	1.01	45 700		52 000
1996	1.01			54 600
1997	1.01			56 700

¹ Paid 14 times a year.

Source: Ministry for the Qualification and Employment

Statutory minimum monthly wages (*annual averages*)¹

	(National currency)						
	B	EL ²	E	F	L	NL	P
1980	22 361	10 240	25 539	2 392	19 178	1 852	9 188
1981	24 962	12 964	29 058	2 824	21 204	1 907	10 996
1982	28 101	19 618	33 180	3 254	22 729	2 008	12 483
1983	30 260	22 580	37 520	3 633	25 408	2 049	15 167
1984	31 688	28 467	40 530	3 976	26 853	1 988	18 200
1985	32 591	33 576	43 365	4 300	27 581	1 988	22 400
1986	33 349	37 211	46 830	4 483	28 751	1 988	26 250
1987	33 349	40 978	49 175	4 664	29 248	1 988	29 400
1988	33 988	47 931	51 380	4 792	29 309	1 988	31 733
1989	35 021	56 904	54 460	4 991	31 287	1 988	35 875
1990	36 189	67 417	58 345	5 205	32 334	2 026	40 833
1991	37 785	76 196	62 125	5 459	35 444	2 087	46 783
1992	39 188	84 824	65 660	5 674	37 202	2 151	51 917
1993	40 443	94 887	68 285	5 821	39 848	2 163	55 300
1994	40 911	106 861	70 665	5 948	41 231	2 163	57 517
1995	41 660	116 927	73 150	6 130	43 388	2 163	60 667
1996	42 215	125 990	75 740	6 349	43 744	2 195	63 700
1997	42 705	136 139	77 735	6 535	46 181	2 232	66 150

¹ These data have been adjusted to take into account annual supplementary pay (for example 13th and 14th months).

² For unmarried non-manual employees in their first job.

Source: National Agencies

Summary of statutory national minimum wages in the European Union

	B	EL	E	F	L	NL	P
Date of introduction in current form	1975	1991	1980	1970	1973	1969	1974
Coverage	Private sector employees aged 21 or over	All employees aged 19 or over for non-manual workers 18 or over for manual workers	All employees aged 18 or over	All employees aged 18 or over	All employees aged 18 or over	All employees aged 23 or over	All employees aged 18 or over
Method of fixing	Negotiation by social partners	Annual negotiation by social partners	Set by government	Set by government	Set by government	Set by government	Set by government
Method of updating	i. automatic indexation ii. periodic review	Annually according to government forecasts of inflation	Annually according to government forecasts of inflation	i. automatic indexation ii. annual review	i. automatic indexation ii. periodic review	Twice annually	Annually according to government forecasts of inflation
Type of rate	Monthly	Monthly for non-manual workers; daily for manual workers;	Monthly and daily	Hourly	Monthly	Weekly	Monthly
Present level in national currency ¹	BEF 43 343 per month	GRD 138 316 per month GRD 6 195 per day	ESP 66 630 per month ESP 2 221 per day	FRF 39.43 per hour	LUF 46 275 per month	NLG 517.80 per week	PTE 56 700 per month
In force since	1.10.97	1.07.97	1.01.97	1.07.97	1.02.97	1.07.97	1.01.97

Source: National Agencies

Annex 2

Other specific minimum wages

Minimum wages by branch or category of workers

- ◆ **Ireland**
- ◆ **United Kingdom**
- ◆ **Iceland**

Minimum wages negotiated at federal level

- ◆ **United States**
- ◆ **Canada**

Standard for regional minimum wages

- ◆ **Japan**

Minimum weekly wage levels for hotel workers

From 19.08.97

Ireland

(National currency)

	Year 1	Year 2	Year 3	Year 4	Year 5 and after
Cook/Chef	72.96	85.51	99.60	124.14	172.52
Barperson	83.65	116.74	135.13	164.98	164.98
Waiter	88.58	106.49	119.94	163.12	163.12
Porter	90.84	114.17	131.30	163.12	163.12
General worker	98.56	126.39	129.50	156.08	156.08
House assistant	98.24	125.05	145.19	145.19	145.19
Page	115.25	115.25	115.25	115.25	115.25

Source: Department of Enterprise, Trade and Employment

Minimum weekly wages for agricultural workers aged 20 or over

England and Wales

(National currency)

Year	Entry into force	Weekly amount
1975	20.01	28.50
1975	21.07	30.50
1976	20.01	36.50
1977	20.01	39.00
1978	20.01	43.00
1979	20.01	48.50
1980	21.01	58.00
1981	21.01	64.00
1982	21.01	70.40
1983	20.01	75.40
1983	1.09	79.20
1984	3.06	82.80
1985	2.06	89.70
1986	1.06	94.45
1987	7.06	99.20
1988	5.06	104.20
1989	4.06	112.02
1990	3.06	122.10
1991	2.06	129.43
1992	7.06	134.61
1993	6.06	138.31
1994	5.06	145.09
1995	4.06	149.44
1996	2.06	155.04
1997	1.06	160.85

Source: Ministry of Agriculture, Fisheries and Food

Minimum wages for unskilled manual workers

Iceland

(National currency)

Year	Hourly amount
1980	16
1981	24
1982	39
1983	58
1984	74
1985	88
1986	108
1987	161
1988	187
1989	212
1990	243
1991	257
1992	275
1993	277
1994	279
1995	297
1996	316
1997	358

Source: Statistics Iceland

Federal minimum hourly wage

United States

(National Currency)

Year	Effective Date	Non-farm Workers	Farm Workers	All Covered Non-Exempt Workers	Average annual minimum wage for non-farm workers and all covered non-exempt
1970	1.02	1.45			1.44
1971	1.02	1.60			1.59
1972	nc				1.60
1973	nc				1.60
1974	1.05	1.90	1.60		1.80
1975	1.01	2.00	1.80		2.00
1976	1.01	2.20	2.00		2.20
1977	1.01	2.30	2.20		2.30
1978	1.01			2.65	2.65
1979	1.01			2.90	2.90
1980	1.01			3.10	3.10
1981	1.01			3.35	3.35
1982	nc				3.35
1983	nc				3.35
1984	nc				3.35
1985	nc				3.35
1986	nc				3.35
1987	nc				3.35
1988	nc				3.35
1989	nc				3.35
1990	1.04			3.80	3.69
1991	1.04			4.25	4.14
1992	nc				4.25
1993	nc				4.25
1994	nc				4.25
1995	nc				4.25
1996	1.10			4.75	4.38
1997	1.09			5.15	4.88

nc: no change

Source: US Department of Labour, Employment Standard Administration.

Federal minimum hourly wage

Canada

(National currency)

Year	Effective Date	Experienced adult workers	Young workers and students	Annual average minimum wage ¹
1970	1.07	1.65		1.65
1971	1.07	1.75		1.71
1972	1.07	1.90		1.84
1973				1.90
1974	1.04	2.20		2.13
1975	23.07	2.60		2.43
1976	1.04	2.90		2.83
1977				2.90
1978				2.90
1979				2.90
1980	01.12	3.25		2.93
1981	01.05	3.50		3.42
1982				3.50
1983				3.50
1984				3.50
1985				3.50
1986	26.05	4.00	4.00 ²	3.80
1987				4.00
1988				4.00
1989				4.00
1990				4.00
1991				4.00
1992				4.00
1993				4.00
1994				4.00
1995				4.00
1996	1.07 ³ and 18.12 ⁴	rate will vary	18.12 ⁵	:
1997				:

¹ For experienced adult workers.

² For employees under 17.

³ Effective July 17, 1996, the federal minimum wage will be the same as the adult minimum wage rate in each provincial and territorial jurisdiction on July 1st, 1996.

⁴ Effective December 18, 1996, the federal minimum wage will be the same as the adult minimum wage rate in each provincial and territorial jurisdiction on July 1st, 1996.

⁵ Employees under 17 : same as the adult minimum wage rate in each provincial and territorial jurisdiction

Source: Human Resources Development Canada

Standard for regional minimum wages

Japan

(National currency)

Year	Annual average per day	Annual average per hour
1970		
1971		
1972		
1973		
1974		
1975	1 935	
1976	2 122	
1977	2 324	
1978	2 472	
1979	2 627	
1980	2 812	
1981	2 994	
1982	3 156	
1983	3 256	
1984	3 357	423
1985	3 478	438
1986	3 587	451
1987	3 666	461
1988	3 776	474
1989	3 928	492
1990	4 117	516
1991	4 321	542
1992	4 504	565
1993	4 644	583
1994	4 757	597
1995	4 866	611
1996	4 969	624
1997	5 079	638

Source: Ministry of Labour, Japan

Annex 3

Minimum wages negotiated in collective agreements

Monthly rates

- ◆ **Germany**
- ◆ **Ireland**
- ◆ **Italy**
- ◆ **Austria**
- ◆ **Finland**

Hourly rates

- ◆ **Denmark**
- ◆ **Sweden**
- ◆ **Norway**

Minimum monthly wages negotiated in collective agreements

(National currency)

		Textiles			Construction		
		Category of manual workers			Category of manual workers		
		Skilled	Semi-skilled	unskilled	Skilled	Semi-skilled	unskilled
D		Textiles ¹			Construction ²		
	1996 ¹	2 910	2 516	2 413	3 879	3 770	3 147
	1997 ²	2 954	2 553	2 449	3 930	3 820	3 187
IRL		Textiles			Construction ³		
	1975	:	:	:	43	39	:
	1980	:	:	:	67	61	:
	1985	:	:	:	124	114	:
	1990	:	:	:	163	149	:
	1995	:	:	:	237	216	:
	1996	:	:	:	242	220	:
	1997	:	:	:	248	226	:
I ⁴		Textiles ⁵ (x 1 000)			Construction (x 1 000)		
	1975				300	278	260
	1980	451	441	430	592	564	535
	1985	1 066	1 016	981	1 107	1 060	1 000
	1990	1 524	1 395	1 285	1 280	1 204	1 134
	1995	1 929	1 750	1 546	1 592	1 515	1 414
	1996	1 975	1 788	1 572	1 654	1 571	1 462
	1997	:	:	:	:	:	:
A		Textiles ⁶			Construction ⁶		
	1975	4 505	3 978	3 551	5 664	5 098	4 050
	1980	8 208	5 599	5 101	8 452	7 586	6 458
	1985	8 283	7 426	6 831	11 327	10 162	8 888
	1990	10 035	8 905	8 202	13 937	12 511	10 713
	1995	12 881	11 574	11 041	18 295	17 040	14 261
	1996	13 212	11 871	11 325	18 820	17 352	14 430
	1997	13 515	12 144	11 586	19 323	17 998	14 814
FIN		Textiles			Construction ⁷		
	1975	:	:	:	1 824	1 658	1 442
	1980	:	:	:	2 893	2 645	2 300
	1985	:	:	:	4 401	4 111	3 576
	1990	:	:	:	6 157	5 636	4 901
	1995	:	:	:	7 042	6 321	5 496
	1996	:	:	:	7 367	6 624	5 760
	1997	:	:	:	:	:	:

¹ 1.06.96 and 1.06.97 (Nordrhein - Westfalen).

² 1.04.97 and 1.04.97 (all Länder).

³ Legal minimum weekly pay rates for general operatives (semi-skilled and unskilled manual workers) set down in the Construction Industry (Wages and Conditions) Registered Employment Agreement.

⁴ Basic wages and salaries (included payments linked to inflation); 13th-14th month's pay (annual supplementary pay) are excluded.

⁵ For 1980 and 1985 years: cotton industry.

⁶ x 14 = annual earnings.

⁷ The definition of skilled and semi-skilled workers is open to various interpretations. These workers often receive specific pay increments based on duties or skill level. The increments are only partly included in the figures.

Minimum hourly wages negotiated in collective agreements

(National currency)

		Textiles				Construction			
		Weekly hours	Category of manual workers			Weekly hours	Category of manual workers		
			Skilled	Semi-skilled	unskilled		Skilled	Semi-skilled	unskilled
DK	1975	40	:	:	21.30	40	22.35	:	:
	1980	40	:	:	32.55	40	34.05	:	:
	1985	39	:	:	46.95	40	53.65	:	:
	1990	37	69.20	:	59.20	37	71.87	:	:
	1995	37	79.08	:	69.07	37	78.25	:	:
	1996	37	82.50	:	72.05	37	80.50	:	:
	1997	37	84.30	:	74.30	37	82.65	:	:
Textiles					Construction				
S	1975	175 ¹	15.59	14.40	13.43	:	13.96	13.20	9.10
	1980	175 ¹	25.93	27.74	23.77	:	32.20	29.04	23.67
	1985	175 ¹	35.66	34.47	33.50	:	44.60	40.19	32.75
	1990	175 ¹	54.00	53.00	46.82	:	68.00	60.47	48.59
	1995	175 ¹	63.80	62.76	56.60	:	78.00	69.39	65.78
	1996	175 ¹	66.35	65.27	58.86	:	81.50	72.44	58.18
	1997					:	87.00	76.56	60.90
Textiles					Construction				
N	1975	:	:	:	:	:	19.68	:	18.80
	1980	:	:	:	:	:	32.00	:	30.00
	1985	:	:	:	:	:	43.00	:	41.00
	1990	:	:	:	:	:	69.00	:	66.87
	1995	:	:	:	:	:	83.15	:	76.65
	1996	:	:	:	:	:	91.00	:	81.00
	1997	:	:	:	:	:	91.80	:	81.80

¹ Monthly hours

Annex 4

Complementary tables

- ♦ **Average gross monthly earnings of manual workers in manufacturing industry**
- ♦ **Minimum guaranteed income**
- ♦ **Exchanges rates for ECU**

Average gross monthly earnings of manual workers in manufacturing industry

Single male manual worker *

(National currency)

	B	DK	D (Old)	D (New)	EL	E ²	F	IRL	I	L	NL	A	P	FIN ⁴	S ⁵	UK ⁶	N ⁷	IS	USA ⁸	JAPAN ⁹
1980	47 267	9 689	2 881	:	26 577	54 240	4 210	485	724 167	44 704	2 858	13 465	12 461	3 396	5 812	499	40.97	:	7.83	193.3
1981	51 501	10 457	3 005	:	28 725	58 650	:	585	870 167	:	:	:	15 351	:	6 290	540	45.14	:	8.57	205.6
1982	55 401	11 583	3 080	:	36 127	66 143	:	647	992 000	:	:	:	19 144	:	6 736	598	49.76	:	9.16	215.9
1983	58 699	12 055	3 170	:	50 417	73 986	5 900	724	1 127 000	57 092	3 285	:	22 936	:	7 197	631	53.96	:	9.48	223.4
1984	61 178	12 676	3 284	:	63 156	80 091	6 250	805	1 274 500	57 039	3 312	:	26 548	:	7 856	689	58.59	:	9.83	230.8
1985	63 312	13 324	3 430	:	67 984	88 445	6 613	879	1 397 667	59 701	3 397	:	31 966	5 477	8 458	748	63.28	:	10.19	238.4
1986	63 018	14 031	3 547	:	76 805	98 264	6 815	946	:	62 739	3 427	:	40 274	5 801	9 024	795	69.69	:	10.39	244.6
1987	64 203	15 002	3 646	:	83 641	105 392	7 045	983	:	64 317	3 480	18 359	43 163	6 183	9 640	849	81.00	:	10.58	248.9
1988	65 570	15 621	3 765	:	102 269	110 699	7 292	1 037	:	69 962	3 547	18 869	48 581	6 714	10 383	920	85.36	:	10.88	255.4
1989	69 556	15 940	3 924	:	127 682	115 970	7 605	1 081	:	73 143	3 640	19 640	57 875	7 316	11 414	999	89.48	:	11.22	264.9
1990	72 922	16 392	4 122	:	150 708	125 863	8 130	1 144	:	72 278	3 793	20 619	67 200	8 018	12 577	1 083	94.63	:	11.56	278.1
1991	76 975	16 928	4 347	:	175 691	136 664	8 480	1 192	:	76 090	3 913	21 782	76 254	8 521	13 088	1 134	99.51	:	11.86	290.7
1992	80 699	17 386	4 560	2 307	193 417	147 034	8 793	1 204	2 158 000 ³	82 732	4 103	22 830	86 196	8 718	13 798	1 212	102.66	:	12.09	301.0
1993	84 029	17 630	4 591	2 685	217 445	154 268	9 004	1 265	:	86 442	4 237	23 884	90 899	8 840	14 059	1 248	105.42	:	12.37	308.8
1994	84 556 ¹	18 250	4 735	2 976	243 948	162 240	9 208	1 277	:	90 152	4 363	24 736	95 519	9 188	14 484	1 287	108.49	:	12.71	317.0
1995	78 401 ¹	18 892	4 934	3 338	273 716	171 066	10 546 ¹⁰	1 314	2 034 000 ³	94 207	5 020 ¹¹	25 723	101 124	9 866	15 143	1 358	112.27	:	13.04	318.2
1996	80 483	:	5 030	3 519	288 324	181 225	10 773 ¹⁰	1 323	:	93 401	:	26 889	107 532	10 243	16 335	1 402	116.96	:	13.47	322.5

* Figures from the Eurostat publication "Net earnings of employees in manufacturing industry".

Figures have been adjusted to take account of bonuses and gratuities not paid regularly with each pay packet.

¹ Break of series between 1994 and 1995 (new survey carried out in 1995).

² No distinction between male and female available.

³ Manual and non-manual workers together.

⁴ Calculated on the basis of average wage for normal hours of work.

⁵ Monthly earnings are calculated on the basis of 174 hours per month, for "Mining, quarrying and manufacturing industry" (NACE Rev 1: C+D).

⁶ Figures do not take marital status into account. Up to and including 1992, results are given for employees aged 21 and over.

From 1993 onwards results are given for employees on adult rates. All of the results were calculated by multiplying gross weekly earnings by 52/12.

⁷ Hourly rates. Figures from establishments affiliated to the Confederation of Norwegian Business and Industry.

⁸ Average hourly earnings of production workers.

⁹ In thousands.

¹⁰ Break in series between 1994 and following years.

¹¹ Manual and non-manual workers together.

Minimum guaranteed income¹ Monthly rates

	<i>(National currency)</i>			
	1994	1995	1996	1997
Belgium	19 709.00	20 103.00	20 505.00	
Denmark	5 546.00	6 652.00	6 803.00	
Germany	1 112.00	1 095.00	1 118.00	
Greece ²	:	:	:	:
Spain	:	30 000.00	30 000.00	
France	2 298.08	2 325.66	2 374.50	
Ireland ³	255.23	261.73	270.40	283.00
Italy	450 000 - 520 000	450 000 - 520 000	450 000 - 520 000	
Luxembourg ⁴	29 433.00	31 165.00	31 165.00	32 897.00
The Netherlands	1 055.26 (for a person sharing accomodation)	1 071.97	926,02 (single person)	
	1 242.58 (for a person living alone)	1 262.28		
Austria ⁵	5 031.00	4 600 - 6 180 ⁶	4706 - 6180 ⁶	5 304.00
Portugal	:	:		21000
Finland	1 983.00	2 010.00	2 021.00	
Sweden		3 451.00	3 451.00	
United Kingdom	198.03	374.92 ⁷	394.68 ⁷	212.82

¹ For a single person aged 25 with no children.

² No system of minimum guaranteed income. Persons without any kind of other income have to rely on social assistance.

³ Supplementary Welfare Allowance

⁴ From 30 years age onwards.

⁵ For one person living alone older than 18; the amount is paid 14 times a year.

⁶ Different amounts from State to State.

⁷ Including housing benefit and council tax benefit.

Source: MISSOC and National statistical offices

Average annual exchange rates for 1 Ecu

(National currency)

	BFR/LFR	DKR	DM	DR	PTA	FF	IRL	LIT	HFL	OS	ESC	FMK	SKR	UKL	IKR	SFR/CHF	NKR	USD	CAD	JPY
1979	40.16	7.208	2.511	50.76	91.97	5.830	0.6694	1 138.4	2.749	18.31	67.01	5.322	5.872	0.6463	:	2.279	6.937	1.370	1.606	300.46
1980	40.60	7.827	2.524	59.42	99.70	5.869	0.6760	1 189.2	2.760	17.97	69.55	5.172	5.881	0.5985	:	2.328	6.865	1.392	1.626	315.04
1981	41.29	7.923	2.514	61.62	102.68	6.040	0.6910	1 263.2	2.775	17.72	68.49	4.793	5.635	0.5531	:	2.187	6.387	1.116	1.338	245.38
1982	44.71	8.157	2.376	65.34	107.56	6.431	0.6896	1 323.8	2.614	16.70	78.01	4.707	6.143	0.5605	:	1.986	6.313	0.980	1.208	243.55
1983	45.44	8.132	2.271	78.09	127.50	6.771	0.7150	1 349.9	2.537	15.97	98.69	4.948	6.821	0.5870	:	1.868	6.491	0.890	1.097	211.35
1984	45.44	8.146	2.238	88.42	126.57	6.872	0.7259	1 381.4	2.523	15.73	115.68	4.724	6.511	0.5906	:	1.848	6.417	0.789	1.021	187.09
1985	44.91	8.019	2.226	105.74	129.14	6.795	0.7152	1 448.0	2.511	15.64	130.25	4.694	6.521	0.5890	31.67	1.856	6.511	0.763	1.042	180.56
1986	43.80	7.936	2.128	137.43	137.46	6.800	0.7335	1 461.9	2.401	14.96	147.09	4.980	6.996	0.6715	:	1.761	7.278	0.984	1.367	165.00
1987	43.04	7.884	2.072	156.27	142.17	6.929	0.7754	1 494.9	2.334	14.57	162.62	5.065	7.310	0.7046	:	1.718	7.765	1.154	1.530	166.60
1988	43.43	7.952	2.074	167.58	137.60	7.036	0.7757	1 537.3	2.335	14.59	170.06	4.944	7.242	0.6644	:	1.728	7.701	1.182	1.456	151.46
1989	43.38	8.049	2.070	178.84	130.41	7.024	0.7768	1 510.5	2.335	14.57	173.41	4.723	7.099	0.6733	:	1.800	7.604	1.102	1.304	151.94
1990	42.43	7.857	2.052	201.41	129.41	6.914	0.7678	1 522.0	2.312	14.44	181.11	4.855	7.521	0.7139	:	1.762	7.949	1.273	1.485	183.66
1991	42.22	7.909	2.051	225.22	128.47	6.973	0.7678	1 533.2	2.311	14.43	178.61	5.002	7.479	0.7010	:	1.772	8.017	1.239	1.420	166.49
1992	41.59	7.809	2.020	247.03	132.53	6.848	0.7607	1 595.5	2.275	14.22	174.71	5.807	7.533	0.7377	74.66	1.818	8.042	1.298	1.569	164.22
1993	40.47	7.594	1.936	268.57	149.12	6.634	0.8000	1 841.2	2.175	13.62	188.37	6.696	9.122	0.7800	79.25	1.730	8.310	1.171	1.511	130.15
1994	39.66	7.543	1.925	288.03	158.92	6.583	0.7936	1 915.1	2.158	13.54	196.90	6.191	9.163	0.7759	83.11	1.621	8.374	1.190	1.625	121.32
1995	38.55	7.328	1.874	302.99	163.00	6.525	0.8155	2 130.1	2.099	13.18	196.11	5.709	9.332	0.8288	84.69	1.546	8.286	1.308	1.795	123.01
1996	39.30	7.359	1.910	305.55	160.75	6.493	0.7934	1 959.0	2.140	13.43	195.76	5.828	8.515	0.8138	84.66	1.568	8.197	1.270	1.731	138.08
1997	40.53	7.484	1.964	309.36	165.89	6.613	0.7475	1 929.3	2.211	13.82	198.59	5.881	8.651	0.6923	80.44	1.644	8.019	1.134	1.569	137.08

Source: Eurostat

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